

**WEST HARTFORD TOWN COUNCIL MEETING
MAY 24, 2016
LEGISLATIVE CHAMBER**

ITEM #1 - MEETING CALLED TO ORDER: 7:30 p.m.

President Cantor: All right. We're going to call the Town Council Meeting to order. We're going to start with the Pledge of Allegiance.

ITEM #2 - PLEDGE OF ALLEGIANCE

President Cantor: Thank you. Roll Call, Ms. Labrot?

ITEM #3 - ROLL CALL: PRESENT WERE COUNCILORS BARNES, CANTOR, CASPERSON, DAVIDOFF, DODGE, HALL, KERRIGAN, WENOGRAD, AND WILLIAMS.

President Cantor: I'd like to make a motion to suspend the rules to present a proclamation. Motion is made and seconded. All those in favor?

Councilors: Aye.

President Cantor: All those opposed? Okay. I think Miss Simmons, are, Miss Simmons, are you going to accept it?

Ms. Simmons: Thanks.

President Cantor: Okay. So this proclamation was on the calendar how many—like three times, four times, and we're only a month and a half late, I think. So I appreciate you all coming, and I appreciate your patience because, we had some very busy meetings, and, we were, we didn't want you waiting too long, either, so, that would just—thank you, and thank you for all you do on behalf of your children—Beth, nice to see you, and for the community. So the proclamation, then we'll have you say a few words, okay. Whereas autism, a lifelong developmental disability typically appearing during the first three years of life and resulting in significant impairment of an individual's ability to learn, develop healthy interactive behaviors, and understand verbal, nonverbal, and reciprocal communication, and whereas autism is the result of a neurological disorder affecting the functioning of the brain, but few members of the general public understand this complex syndrome, and whereas autism and its associated behaviors have been estimated to occur in as many as one in 50 school-aged children, and whereas autism is —four times more prevalent in boys than girls and knows no racial, ethnic, or social boundaries nor do family income, lifestyle, and education levels affect the chance of autism's occurrence, and whereas a cure for autism has not been found, persons with autism can be helped to reach their greatest potential. Accurate, early diagnosis and the resulting appropriate education and intervention are vital to the growth and—future growth and development of the individual, and whereas organizations such as Autism Speaks, Autism Families, Connect A Kid, and All Seasons Academy have dedicated years of service on their ongoing efforts to advocate for their rights, humane treatment, and appropriate education of all persons with autism and whereas these

groups remain committed to their cause and to educating families, professionals, and the general public to better understand this lifelong disability, and whereas autism is a complex disability that requires increased research to one day find a cure and prevention, and greater recognition and understanding is needed to ensure that individuals with autism living in Connecticut and across the United States are accurately diagnosed and appropriately treated throughout their lives. Now therefore be it proclaimed that I, Mayor Shari Cantor, on behalf of the Town Council and the residents of West Hartford hereby proclaim the month of April 2016, sorry to have been Autism Awareness Month and recognition on May—you get two months—recognition on May 24, 2016. So I just...

Speaker: Thank you.

President Cantor: Would you like to? Oh, wonderful, Gavin. Thank you so much.

Speaker: Can I be the mayor?

President Cantor: Maybe—we'll talk. Give me a week. No, do you want to say a few words?

Ms. Simmons: Just very briefly, yeah. Good evening, everyone. Thank you. We've been here year after year. I have three families and another representative from Autism Families Connecticut here tonight. The Catmans, the Shermans, and Mary Helen and I'm Noreen Simmons. This is my son, Weller. That's Gary, and that's Gavin. And, we are happy to live in West Hartford. Autism can be a very tough thing. It takes a lot of dedication with the family. These kids work their hearts out at school. We feel pretty happy to live in West Hartford because the school system is really good. Nothing's perfect, but we have some very good teachers in this town, and, we're grateful for that. Autism prevalence is quite high. It's one in 68 children. It's pretty alarming. It's a very high number of boys get autism, and it is a lifelong disorder, and we here represent different organizations. Beth and I have, volunteered for Autism Speaks for many years, and.

Speaker: West Hartford Special Education PTO.

Ms. Simmons: SEPTO. And we have Autism Families Connecticut here tonight. So these families not only, really work hard with their kids at home, but they also find time to volunteer, so pretty strong, determined group of people, so we're honored to be here, and we like to highlight autism in April, but it is a day, daily thing that these, and nightly thing that these families live with. We represent hundreds of families in our town. Some with very profound issues that the families can't even get out to be here tonight, so we just want you to know that, and we thank you, and Mary Helen's going to come over here.

Ms. Richer: Hi, I'm Mary Helen Richer, and although I'm not a West Hartford resident, I am the executive director of Autism Families Connecticut, and West Hartford is where we got our start six years ago, so we thank you for that. I want to also thank you for recognizing that autism is not going anywhere, that it is something that many families live with, many families here in West Hartford, and I'm okay with it being May because we shouldn't just be acknowledging this in April. We should be understanding that our families live with this every day, every week, every month of the year, and so it's okay that it's May. It's just as good a time to recognize that autism is here. It's a challenge. As Autism Families Connecticut, we want to thank you for

supporting us and allowing us to get our start here in West Hartford and provide recreational and social opportunities for kids. I'm so pleased that a number of these kids have been involved in our programs and continue to be, and we want to thank you for giving us that opportunity as well. So thank you.

Speakers: Thank you.

President Cantor: Thank you again, and for your patience and for all you do for your own children and behalf of the community. Okay, #4, Mr. Davidoff.

ITEM #4 - APPROVAL OF MINUTES: TOWN COUNCIL MEETINGS 5-10-16 AND TOWN COUNCIL MEETING AS A COMMITTEE OF THE WHOLE 5-2-16.

Councilor Davidoff: Thank you, Madam Mayor. I move that we approve the minutes of the Town Council Meeting as a Committee of the Whole 5-2-2016 and the Public Hearing on 511 New Park Avenue 5-10—no, not the Public Hearing. The Town Council Meeting of 5-10-2016, and the Public Hearing 511 New Park Avenue—those minutes are withdrawn.

Councilor Kerrigan: Second.

President Cantor: Motion's been made and seconded. All those in favor?

Councilors: Aye.

President Cantor: All those opposed? Motion carries. Item #5, Public Forum.

ITEM #5 - PUBLIC FORUM.

President Cantor: And while Mr. O'Brien looks at the, at the sheet, I'm just going to read the, the Public Forum section of the Town Council provides you, our citizens, with the opportunity to address items on the Town Council Agenda. Those items that we will act upon at tonight's—is there nobody signed up? Okay. So maybe I don't need to read that, but, if anybody wants to speak not to the Public Hearing but anything else that we have on the agenda? Okay, so we'll move on. Okay. Item #6, Mr. Van Winkle.

ITEM #6 - REPORT OF TOWN MANAGER.

Mr. Van Winkle: Oh, thank you, again. Thank you, Mayor. Each year, Mothers Against Drunk Driving honors police officers around the state of Connecticut for their work on DWI enforcement and education. The award ceremony was held today, May 24, at Central Connecticut State University. Officer Swank and Officer Bedford were honored—West Hartford officers—were honored for their commitment in keeping the roadway safe for all motorists, bicyclists, and pedestrians in West Hartford. The two officers made 96 arrests and had been active in educating high school and college age students about the dangers of driving under the influence of drugs and alcohol. Monday is Memorial Day, and so trash collection is delayed one day, so, Monday's pickup will be on Tuesday. Friday's will be on Saturday. And our last round of yard waste collection is June 6 through June 10, so it's your last chance to clean up your gardens and, get them to the curb. We'll pick it up and recycle that material, into new earth in

the coming years, so that's really all I have. If you have any questions, I'll be glad to answer them.

President Cantor: Thank you, Mr. Van Winkle. Mrs. Hall.

Councilor Hall: Thank you, Madam Mayor. First time I've said that, so Mr. Van Winkle, can you, do me a favor and walk us through what happened with, the final state budget numbers and the impact that it's going to have on our residents?

Mr. Van Winkle: Yeah, it's a, it's a complicated walk, but we'll try some, to see where we ended up. You know, each year, we adopt our budget on a fixed day by your charter. You have to adopt it by that day. And when we prepare our budget in January, we usually adopt the governor's proposed budget into our budget, and as the session moves through, we make some adjustment to that budget based on what we think the state legislature will do. Unfortunately, we have to adopt our budget, and many times they don't adopt the state budget until after us. Last year, they sent us an additional \$1.6 million that we didn't have in our budget, and so that was a nice thing to happen. This year, in looking at some of the challenges they were facing at the state level, we cut an additional \$1.5 million dollars out of our town's budget to bring our expected revenues down by 1.5 million and our expenditures down by 1.5 million. As it came out we were pretty close to the outcome of the state grant. State grants actually fell, about \$129,000, so we're going to receive 129,000 fewer state dollars than we had put into our budget. So that worked out okay. The problem this year turned out to be our motor vehicle tax rate. The governor's budget and the legislature, had been seriously talking about dropping the—ordering the town to drop its mill rate on automobiles, and so, this wasn't, we're giving the town the choice to do that, they were ordering the towns to adjust their rate, and the bill that was in the legislature and in the governor's budget was setting the town's mill rate for automobiles at 32 mills. Our real estate mill rate is about 39 mills. So we lost about 5 mills of revenue based on that, and we built that into our budget, which was fine. The legislature in their wisdom, after they, after we adopted our budget and they moved on and finally adopted theirs in the special session, directed us to charge 37 mills for automobiles for vehicles and so we ended up with 5 mills on our automobile tax base of additional revenue, and because of that late decision by the state legislature, and we had no indication that they were going to end up at 37 mills. It was bouncing around to a lot of different numbers. We are getting additional revenue out of our local taxpayers in the amount of one, \$2.1 million, so we are, if you will, overtaxing our residents by \$2.1 million because the legislature didn't make a decision about this car tax mill rate, and, well, the good news is, we're going to have an—and we can't reduce our tax rate, because we're locked in. Once we adopt, we're locked in by our mill rate. So the good news is, we have \$1.2 million, the important thing is that, you know, that should help us in next year's budget. But we are going to be, raising through the local tax base an, an additional \$1.2 million that we don't need to balance the budget—\$2.1 million—that we don't need to balance the budget. And it's because the state was late in making that decision, and, you know, this is a, a very unusual thing they're doing. You know, usually we set a tax rate and all property is taxed at a, at a fixed rate, and in this session, they decided that they were going to order the towns to tax motor vehicles at a lower rate.

Councilor Hall: So then the net effect to our overall budget is the extra 2.1, but for individuals, it's people that maybe have the, the luxury car that are benefitting and the people, you know, with the not luxury car or the older car, they will end up paying more in overall taxes than they would have had we known what the state was going to do. Do I have that right?

Mr. Van Winkle: Yeah, you know, when we, when we did our budget and we presented it here and talked about it, we talked about an average mill rate. We take an average home and apply the real estate and then we said a house with two cars with an average value, and so our total tax on an average home, our tax increase was going to be about 1.6%, which was really a good number for what we'd been able to do in the last few years. Because of this change, we're not going to tax that car at 32 mills. We're going to charge it at 37 mills, and so that average tax rate goes up over, over 2%. I don't have the number in front of me, I'm sorry, but, you know, it, it is not something we would like to do, but the state is, in effect, ordering us to do this.

Councilor Hall: Okay. And I have another question on a different subject.

President Cantor: Go ahead, Ms. Hall.

Councilor Hall: So, back in February, this Council voted six, or I think five-three, because, Mayor Slifka wasn't here to have the town investigate free wi-fi in the Center. And then there have, I guess there was an article in the paper last week about the fact that in this state budget, there was a proposal to give West Hartford 500,000 for free high-speed wi-fi, and I read that and I was somewhat taken aback, because I thought the only thing that came through here was the idea that we were going to investigate it, and now, according to what Beth Bye, Senator Beth Bye said, she said this has been proposed. It hasn't, been approved yet, but she basically said that it was the town that requested it. So I'm just curious if you know anything about that.

Mr. Van Winkle: So every year at the beginning of the legislative session, our legislative delegation will ask the town for their, for their, pocket, if you will. Are there things that if there was funding available through the bond act, are there things that the Town of West Hartford, would be able to put into place. Shovel-ready, those sorts of things. And every year I give them a list of energy conservation issues or, some bridge replacement kinds of things, those sorts of things that are on our agenda to do that, if there was an opportunity they could do it. Rarely does anything come through it, but they always ask for a list. I went looking for an email, and I couldn't find one where I gave them an email, but we had been talking about high-speed broadband in the community for a while, and, I am asking at some point, I must've given them that as an item for them to consider. The concept was that wireless high-speed broadband might be an option for internet access in communities, and there's some, some things that are going on that are brand new in that field. You could see Google just put up those very interesting things they're doing in New York City that includes a computer and an advertising screen and a whole bunch of things that they're investing in, so there's a lot going on in that field, and, my guess is that at some point we had either a discussion—I couldn't find any record of me giving it to them, but obviously they had to know that we had been looking at it, there was a resolution before you. And again, the concept—we did a study in-house, we need to bring that to the A&T Committee at some point in the next few weeks to talk to them about our inside study. This is us trying to look at what does this mean? Does this work? What are the costs associated with this? And this

is just an in-house—if we were to move this forward we would really need to hire an expert to come in and help us think about what that might mean the bond bill did not pass. So the money's not there. Now whether that money will stay in that bond bill, I don't know. But the bond bill has not passed, and so we haven't been approved for any funding, and as you know, once the bond bill passes, and the governor signs it, it has to get in front of the Bond Commission in the state, and sometimes that can take a year or two years or in some cases never. They just cancelled \$900 million worth of bonds. So, you know, it kind of surprised me. I didn't—I didn't know it was going to be in the bond bill until I read the bill on the last days of the legislature, and I went, oh, that's interesting. So if we are to experiment with a high-speed internet service in West Hartford Center, in some form, this could be helpful to us.

Councilor Hall: But procedurally, I just want to make sure that this doesn't...go forward without this body coming to some decision on whether that is the appropriate thing for the town to be investing time and resources in.

Mr. Van Winkle: Well, there'll be several things that we will do in that, at first we, again, we have at—the administration has to take a look at this question and evaluate it and try to put some costs on it, and so we will bring that to the Administration Technology Committee. Should we get that grant, that has to be appropriated by this Council, and at that point, we would need some, better concept of what we're trying to do, and that would have to go through at minim the committee before we could actually move forward with something like that, so it's not something that's going to happen in the next 30 days or 90 days, but it is something that, should those dollars come through, we'll be able to fund it through state. If you were to decide to fund that locally, again, that would have to come from the Town Council.

President Cantor: Any other questions? Mr. Barnes.

Councilor Barnes: So just to follow up, so the inside report is complete, and it's going to come before A&T at—when—at the next meeting or...?

Mr. Van Winkle: Yes. Jared Morin, our IT director, who works for both the town and the Board had prepared a report and gave it to me last week which basically looked at, you know, what's the feasibility of doing something like this. This is an old technology and a new technology, so there's a lot to be thought about here, and so we have a basic report that says, yes, it's doable, yes, the cost is somewhere a little over 300,000, but again, that's us inside the organization. We really need to study and spend some more time to figure out whether it's, A, worthwhile, then B, feasible in West Hartford Center.

Councilor Barnes: And then just one follow-up question on the bond bill that, that didn't pass. Do you know if the, the bond bill has any impact on the science labs at Hall High School? I guess it was 14-plus million dollar project that the state was going to subsidize in part, I was wondering if that's going to impact that program.

Mr. Van Winkle: Yes. The same bill, the bond bill the science labs are \$12.6 million. I'm just looking at someone with the schools, \$12.6 million was the cost of building new science labs on Hall High School's—Hall High School was reconstructed in the '90s but they built a single

science lab on it the other labs were left alone. They're, they're—I'm not an expert at science labs, obviously but, they're not up to what you would expect these quality high school, so the Board proposed to spend \$12.6 million to upgrade those labs. That was in our budget, and you adopt your general fund budget as well as your capital budget, and the capital budget had half that money in this coming fiscal year and half that money in the next fiscal year. We would normally take a project like that and apply to the state for a grant. There's a normal process for that, and we get a grant that is about 40%, somewhere in that range, of the cost of the project, so 40% of 12.6 million would be a normal grant, just a process that is really just a technical process we work through. The bond bill actually appropriated a straight \$8 million to the Town of West Hartford for the purpose of improving those labs. So 8 million is closer to 60% of those costs, and so that will help us, and it will be funds that we won't have to raise locally.

Councilor Barnes: So on, so is it a straight grant? Or is it through the bond bill? The funding.

Mr. Van Winkle: It's, yeah, it's both of those. It's in the bond bill. And the bond bill says the Town of West Hartford shall receive, \$8 million for those science labs. I call it a straight grant because normally it's a percentage of the cost, and this just set it as a dollar figure for that project. So if we spend 16 million, we get 8. If we spend 10, we get 8.

Councilor Barnes: Yeah. I m—at the beginning, in my comments, I mentioned the 14, I think 14.7, because in the workup of the numbers there was a 20% discretionary component to the, the cost of the product, so it was the 12.6 and then the 20% markup. My recollection it was somewhere around 14.7 total cost.

Mr. Van Winkle: Yeah, I, I would correct you in that the Town Council has appropriated \$12.6 million, not 14. There is no 14. We'd have to come back to you if there was another two. There is, you know, a number, about 10%, 20% that are not really, hard building bricks and mortar but are design and other kinds of things that go into buildings that might've been confusing, but if, if it were 14, we'd have to come back to you. The numbers I've seen has been that the 12.6 will build those science labs and includes soft costs as well as hard costs.

Councilor Barnes: Okay. Thank you.

President Cantor: Thank you—thank you, Mr. Barnes. Anybody else? Yes, Ms. Hall.

Councilor Hall: Thank you. So just in regard to the science lab, so if we were expecting and, and 40% of the cost was built into the budget and instead we're getting additional funds, how is that reflected in our budget and taxes?

Mr. Van Winkle: Well, obviously it reduced the local costs for that project quite sizably, several million dollars of local money. You adopt a budget that has local component, our bonds that we issue, and a state grant based on that formula, that percentage formula, so that's what you have adopted in your budget. Next year, when we do the 2018 budget we're going to have to make an adjustment. The grant will go up and the local component will go down. We won't issue bonds on this project until construction begins, which would be in the summer of '17, and so, the impact locally is that the tax impact on us will be substantially less because the state is giving us more money. If the bond bill passes, yes. Yes.

President Cantor: Thank you, Ms. Hall. Anything else? Okay, #7, Mr. Davidoff.

ITEM #7 - CONSIDERATION OF CONSENT CALENDAR: ITEMS 16-17; 21-22 TO RECEIVE

Councilor Davidoff: Thank you, Madam Mayor. I move that we place Items 16, 17, 21, and 22 on Consent.

Councilor Kerrigan: Second.

President Cantor: Motion has been made and seconded. All those in favor?

Councilors: Aye.

President Cantor: All those opposed? Motion carries. Number 8, Mr. Davidoff.

UNFINISHED BUSINESS:

ITEM #8 - RESOLUTION AUTHORIZING SUBMISSION OF THE NEIGHBORHOOD ASSISTANCE GRANT APPLICATION

ADOPTED

Councilor Davidoff: Number 8, I move we adopt a Resolution Authorizing Submission of the Neighborhood Assistance Grant Application.

Councilor Kerrigan: Second.

President Cantor: Motion is made and seconded. Can you do a just a quick explanation.

Mr. Van Winkle: Yup. We had a Public Hearing just before the Council Meeting began on this. We do this each year at this time. There is a state tax credit for individuals, businesses that make a donation to a nonprofit agency. The local agencies in West Hartford have to find that donor and get put on a list that the town administration puts together. Then we bring it to you. You received that at your last council meeting, had the hearing today, and the state law, state legislation requires that you approve that list. We've done this every year, it's sort of a mechanical thing at this point in time. That list then goes to the State of Connecticut. They appropriate a fixed amount of funds for this tax credit, and it is distributed across the state based on how many applications they have.

President Cantor: Thank you, Mr. Van Winkle. Okay, seeing we have a Public Hearing, I, we're going to go right to a vote. All those in favor?

Councilors: Aye.

President Cantor: All those opposed? Motion carries. Number 9, Mr. Davidoff.

NEW BUSINESS:

ITEM #9 - APPLICATION ON BEHALF OF ZP GROUP, LLC AND 312 NORTH MAIN STREET, LLC TO REZONE 312 NORTH MAIN STREET, A VACANT LOT, FROM R-13, ONE-FAMILY RESIDENCE DISTRICT, TO RO, RESIDENTIAL-OFFICE, AND THEN TO DESIGNATE THE REZONED LOT AS A SPECIAL DEVELOPMENT DISTRICT. THE APPLICANTS PROPOSE TO CONSTRUCT AN APPROXIMATELY

3,360 S.F., TWO AND ONE-HALF STORY RESIDENTIAL STYLE BUILDING, TO BE USED FOR PROFESSIONAL OFFICE USE AND MAKE ASSOCIATED SITE IMPROVEMENTS.

(See Attachment A for Application only. Supplemental documents are on file in the Town Clerk's Office.)

SET FOR PUBLIC HEARING ON JUNE 28, 2016, AT 7:00 P.M. AND REFERRED TO TPZ AND DRAC.

Councilor Davidoff: Item #9, it's an Application on behalf of ZP Group, LLC and 312 North Main Street, LCC to rezone 312 North Main Street, a vacant lot, from R-13, One Family Residence District to RO, Residential-Office, and then to re—then to designate the rezoned lot as a special development district. The Applicants propose to construct an approximately 3,360 square foot, two and one-half story residential style building to be used for professional office use and make associated site improvements. I move we set for Public Hearing on June 28 at 7 p.m. in the Legislative Chambers and we refer to TPZ and DRAC.

Councilor Kerrigan: Second.

President Cantor: Motion has been made and seconded. All those in favor?

Councilors: Aye.

President Cantor: All those opposed? Motions carries. Number 10, Mr. David—oh, we, so, procedurally, we are going to move, we have a number of collective bargaining agreements, and I know our Director of Employee Services is going to come up and talk about them, so we're going to—I think I'm going to have the Deputy Mayor read all of the, all together, but we're going to take a separate line item vote, but we're, the discussion will be together. So, #10, 11, 12, 13, 14, 15, Mr. Davidoff.

ITEM #10 - RESOLUTION APPROVING THE EXTENSION OF THE COLLECTIVE BARGAINING AGREEMENT WITH INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1241 THROUGH JUNE 30, 2018

ADOPTED, 6-3

WHEREAS, a tentative agreement has been reached with International Association of Firefighters, Local 1241, to extend the existing collective bargaining agreement through June 30, 2018, and

WHEREAS, the extension of this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD that the tentative agreement with International Association of

Firefighters, Local 1241, to extend the existing collective bargaining agreement is approved and the Town Manager is directed to execute and implement such agreement.

ITEM #11 - RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH CSEA, LOCAL 2001, SEIU, BUILDING MAINTENANCE UNIT FOR THE PERIOD JULY 1, 2013 THROUGH JUNE 30, 2017

ADOPTED, 6-3

WHEREAS, a tentative agreement has been reached with CSEA, Local 2001, SEIU, which represents members of the Building Maintenance Unit, and

WHEREAS, this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD that the tentative agreement with CSEA, Local 2001, SEIU, Building Maintenance Unit is approved and the Town Manager is directed to execute and implement such agreement.

ITEM #12 - RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH CSEA, LOCAL 2001, SEIU, PUBLIC SAFETY DISPATCHERS UNIT FOR THE PERIOD JULY 1, 2013 THROUGH JUNE 30, 2017

ADOPTED, 6-3

WHEREAS, a tentative agreement has been reached with CSEA, Local 2001, SEIU, which represents members of the Public Safety Dispatchers Unit, and

WHEREAS, this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD that the tentative agreement with CSEA, Local 2001, SEIU, Public Safety Dispatchers Unit is approved and the Town Manager is directed to execute and implement such agreement.

ITEM #13 - RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH AFSCME, LOCAL 1142 OF COUNCIL 4, AFL-CIO FOR THE PERIOD JULY 1, 2014 THROUGH JUNE 30, 2018

ADOPTED, 6-3

WHEREAS, a tentative agreement has been reached with AFSCME, Local 1142 of Council 4, AFL-CIO, and

WHEREAS, this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD that the tentative agreement with AFSCME, Local 1142 of Council 4, AFL-CIO, is approved and the Town Manager is directed to execute and implement such agreement.

ITEM #14 - RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH CSEA, LOCAL 2001, SEIU, SUPERVISORY UNIT FOR THE PERIOD JULY 1, 2013 THROUGH JUNE 30, 2017

ADOPTED, 6-3

WHEREAS, a tentative agreement has been reached with CSEA, Local 2001, SEIU, which represents members of the Supervisory Unit, and

WHEREAS, this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD that the tentative agreement with CSEA, Local 2001, SEIU, Supervisory Unit is approved and the Town Manager is directed to execute and implement such agreement.

ITEM #15 - RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH CSEA, LOCAL 2001, SEIU, CLERICAL UNIT FOR THE PERIOD JULY 1, 2013 THROUGH JUNE 30, 2017

ADOPTED, 6-3

WHEREAS, a tentative agreement has been reached with CSEA, Local 2001, SEIU, which represents members of the Clerical Unit, and

WHEREAS, this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD that the tentative agreement with CSEA, Local 2001, SEIU, Clerical Unit is approved and the Town Manager is directed to execute and implement such agreement.

Councilor Davidoff: Thank you. So I'm going to move the adoption of these fil—the following resolutions: Resolution Approving the Extension of the Collective Bargaining Agreement with International Association of Firefighters, Local 1241 through June 30, 2018. Move we adopt a Resolution Approving a Collective Bargaining Agreement with CSEA, Local 2001, SEIU, Building Maintenance Unit for the period July 1, 2013, through June 30, 2017. I move we adopt

a Resolution Approving a Collective Bargaining Agreement with CSEA, Local 2001, SEIU, Public Safety Dispatchers Unit for the period July 1, 2013, through June 30, 2017. I move we adopt a Resolution Approving a Collective Bargaining Agreement with AFSCME, Local 1142 of Council 4, AFL-CIO for the period July 1, 2014, through June 30, 2018, and I move we adopt a Resolution Approving a Collective Bargaining Agreement with CSEA, Local 2001, SEIU, Supervisory Unit for the period July 1, 2013, through June 30, 2017. And I move we adopt a Resolution Approving a Collective Bargaining Agreement with CSEA, Local 2001, SEIU, Clerical Unit for the period July 1, 2013, through June 30, 2017.

Councilor Kerrigan: Second.

President Cantor: Okay. Now discussion. Mr. Ledwith. I think, I mean, you can go in whatever order, but, okay, Mr. Van Winkle, sorry.

Mr. Van Winkle: I just want to introduce Rick Ledwith, who's our Director of Human Resources. He also works for both the Town and the Board. Many of our Departments where we have common roles, we have a single director. Rick is here tonight to discuss these. He's also our chief negotiator on all of these contracts as we move forward. I would also note that tonight is Rick's birthday.

Speakers: Aww.

Mr. Van Winkle: It's not like it's an important birthday. I've been 50 multiple times, so, you know, it's a piece of cake for him, so.

Speaker: It's a big one, yeah. We going to sing?

Mr. Ledwith: Oh, please.

Speakers: Happy birthday to you. Happy birthday to you. Happy birthday, dear Rick. Happy birthday to you.

Mr. Ledwith: Thank you. Quite an introduction. Thanks, Ron. So as outlined by the Deputy Mayor, we have six contracts before you. Six ratified contracts before you this evening. We have four unions—four contracts that are represented by SEIU, so we have the clerical union, which covers 32 employees. We have our building maintenance union, which covers four employees. We have our supervisors union, which covers seven employees, and we have our public safety dispatchers union, which covers 12 employees. We also have the AFSCME agreement, which covers our streets union, our Public Works union, and that covers 21 employees. And then of course we have our fire union, which covers 88 employees. What I'd like to do is to start by talking about the, not, don't talk about, well, I'll talk about the fire contract at the end, but talk about the SEIU and AFSCME agreements up front. Because those go back quite a bit at this point. Those go back to 2013, and back in the winter when we had talked about the grounds maintenance and professional management union, I'd given you an overview of the history of the negotiations, and, and we had negotiated with all of these unions at the same time, starting back in 2013. And we had challenges with this particular contract negotiation that we hadn't had in the past in that we had several issues that we needed to address with these contracts. We needed to address pension reform. We needed to address healthcare

reform, and we needed to address retirement practices—retirement compensation practices at retirement and those are three significant areas that we needed to address. We talked about those in past negotiations with these unions, but we never had to go aggressively at all three of them the way we did this time. That's what kind of slowed the process down. We spent a lot of time working with the unions, meeting with them, educating them, talking about our healthcare liabilities, talking about our pension liabilities, and it was a, a long process. It was frustrating for both sides will acknowledge that. But through that kind of back and forth and education process, we did get to a point where we were back at the table and these unions had agreed to a contract that addressed pension reform and addressed healthcare reform and addressed sick leave, sick leave pay at retirement. So in terms of the wages for the SEIU and AFSCME contracts, all of them are four-year contracts, and all the wages are identical. There are 2% wage increase retroactive back to July 2013, 2% retroactive back to July 2014, 2-1/4% retroactive back to July 2015, and then they'll get a 2-1/4% increase this July, July of 2016, and then that contract expires the following June 30, so we really will be back at the table negotiating with these groups in less than a year. The streets contract, the AFSCME contract, has identical wages, but that contract is one year sooner, so that contract starts in 2014 and ends in 2018. Each of these unions, with the exception of the public safety dispatchers union, have agreed to significant pension reform. The existing employees will increase their pension contribution from 3% to 5% over the course of this contract, and that 5%, when we get to the 5%, that'll bring us up pretty to close to what the normal cost is right now. The normal cost is approximately 7%, and as our mayor and minority leader are, well versed in some of that language since they sit in the Pension Board meetings every month, the normal cost is the actual cost of the pension plan for active employees. So that 5% gets us pretty close to what the true cost of the pension for an existing employee is. All new hires for the SEIU and AFSCME groups, with the exception of public safety dispatchers, will now participate in what we're calling the hybrid plan, which we've talked about before. It is a part-defined benefit, part-defined contribution plan. The defined benefit will be reduced from a 2% multiplier down to a 1% multiplier. So that's reducing our future liabilities for new hires by 50%. And there's a defined contribution piece of the hybrid plan, uh, where we will match 2-1/4% into an employee's 457 or 401K-type plan. So it's half defined benefit, half defined contribution. The average defined contribution match in the public sector around the State of Connecticut is 6%, so the actual cost of our hybrid plan, which is a joint DB, joint DC plan, will actually be less than the cost of a defined contribution plan and will also allow the revenue for new employees, because they'll continue to contribute towards the DB portion of the hybrid plan, it'll keep that revenue stream coming into the, our pension plan, which is very important, as we know. In terms of retirement compensation practices, all—oh, back to—I'm sorry, back to the pension plan regarding the public safety dispatchers. They contribute, today they contribute 7% towards their defined benefit plan, and they have been at the highest level of any board and school union, and in previous negotiations when we had negotiated that increase up to 7%, we unfortunately also included a clause in the contract that prevented us from negotiating pension benefits for this contract and two succeeding contracts. So unfortunately, our public safety dispatchers—there's only 12 of them—but they're frozen in the current, uh, pension plan as it stands today, and we can't negotiate any change to that plan for the next two contracts unless they agree to that. They did not agree to it with this current contract. In terms of sick leave pay at retirement, we've talked about this before in the past as well. If the Council were to ratify these contracts tonight the SEIU and AFSCME contracts, all SEIU and AFSCME will have eliminated this benefit for all new hires. So of the 21 bargaining

units that cover the 1900 Board of Education and school employees, 19 of those 21 will have eliminated this benefit completely in the future, and that's going to save us millions of dollars for the community in the years ahead. In terms of healthcare reform, all the unions have agreed to several changes, to our health insurance plans that will allow us to better manage our healthcare costs over the next year and a half. We'll be increasing the employee contribution, increasing office visit copays, increasing prescription drug copays, increasing inpatient hospital copays. We'll also be implementing a high deductible health plan as an option for employees to choose from, so it will be an option. Employees will have a \$1500 individual deductible and a \$3000 family deductible. The town will fund 50% of that deductible. In terms of new hires contributing to their retiree healthcare costs, new hires will now contribute 50% of the retiree health premium, and that contribution will continue for the rest—as long as they're covered under our plan, they will maintain that 50% contribution. Existing employees today contribute anywhere from 0% to 25% depending on when they were hired, but that contribution ends at Medicare eligibility despite the fact that their coverage continues beyond Medicare eligibility, so again, a significant change to reduce our long-term healthcare liabilities. An operational issue we had with this contract. We did eliminate Lincoln's birthday as a holiday. We did implement that this year as well, so the Town Hall was open for business on Lincoln's birthday for the first time in decades, allowing us to provide a more consistent service to the community. The Board of Ed, as folks may know, the schools were open on Lincoln's birthday, so the town—schools were open here, central office so now folks when they come in to do Town Hall business on Lincoln's birthday will be able to accomplish that, whereas in the past they could not. So that summarizes our non-public safety agreements. In terms of our fire agreement, you'll...

President Cantor: Maybe we'll just take a, a pause. I don't know if you want to just...

Mr. Ledwith: Want to pause there and answer some questions...

President Cantor: See if people have questions about these.

Mr. Ledwith: Yeah.

President Cantor: Because they're more similar than the...

Mr. Ledwith: Yeah, yeah.

President Cantor: Sorry.

Mr. Ledwith: No, that makes sense.

President Cantor: Mr. Williams.

Councilor Williams: Thank you, Madam Mayor. So Rick, oh, excuse me, Mr. Ledwith. Sorry about that. Happy birthday. Not on the record. I, just want to go through some things and make sure that I understand the terms of these contracts. So we were provided with fiscal impact statements, and it's my understanding that, well, is it fair to say that anything in the fiscal impact statement is a material change, and otherwise the terms would remain as with the prior contract?

Mr. Ledwith: Correct.

Councilor Williams: Okay. So I just want to make sure that I am understanding, some provisions. Okay? And I'm basing this off the clerical contract, but having read some of the others, I think that there's a common thread between them in these areas, so just please correct me if I'm wrong. Okay with holidays, there's 12 holidays for employees, with Lincoln's birthday gone now, is that right?

Mr. Ledwith: They will get a floater for Lincoln's birthday.

Councilor Williams: Okay. And interesting, I saw one of the holidays is a birthday. That's a, you know, an employee's birthday is a holiday?

Mr. Ledwith: Correct.

Councilor Williams: That's, all right, that's, okay. Vacations if an employee is, works for the town for in between one to four years, they gets two weeks vacation. That's correct?

Mr. Ledwith: I think every union's a little bit different, but I—yeah, it's probably generally correct.

Councilor Williams: Okay, then four to fourteen years is three weeks. Is that...

Mr. Ledwith: Probably.

Councilor Williams: Okay, and then...

Mr. Ledwith: Twenty-one that go through my head.

Councilor Williams: Right.

Mr. Ledwith: It's hard to keep them all straight.

Councilor Williams: Okay, then 14 to 24, I have 4 weeks. And then more than 24 years is 5 weeks vacation. Is that right?

Mr. Ledwith: Probably.

Councilor Williams: Okay. All right. And then, with the six—sick leave, okay, an employee has three weeks sick leave per year, correct?

Mr. Ledwith: Yeah, 15.

Councilor Williams: And then the maximum accrual is 150 days?

Mr. Ledwith: Each one's a little bit different, but generally yeah.

Councilor Williams: Okay, the clerical—yeah. I saw some overlap. I understand there's nuances. And again, I'm working off the clerical. Okay. So with respect to sick leave, I understand that new hires, cannot redeem those sick days upon retirement. Right?

Mr. Ledwith: Correct.

Councilor Williams: And then those employees who were hired before 2003 can be paid out up to 75 days sick leave? Is that right?

Mr. Ledwith: Correct.

Councilor Williams: And then, so between 2003 and then this contract, if you were hired in that period, you can be paid out up to 60 days sick leave.

Mr. Ledwith: Yeah.

Councilor Williams: Okay. All right. Thank you, Mr. Ledwith. Appreciate it.

Mr. Ledwith: Sure.

President Cantor: Okay. Anybody else on these contracts? Yes.

Councilor Wenograd: Just a quick question on the process. So we can see that these contracts went a while. You've been negotiating since 2013?

Mr. Ledwith: Yes.

Councilor Wenograd: Which obviously is a long time.

Mr. Ledwith: It is.

Councilor Wenograd: Were we represented by counsel or were you handling these negotiations?

Mr. Ledwith: We handle it directly. We have Shipman & Goodwin, who's our counsel on retainer.

Councilor Wenograd: Okay.

Mr. Ledwith: So we work with them quite a bit. But directly at the table it would be our team dealing with SEIU or AFSCME, and then we call and will seek counsel when we need it.

Councilor Wenograd: All right. I'm just wondering in these contracts, were they involved at all, or?

Mr. Ledwith: Just from an oversight standpoint. Not directly. We didn't—we never got to the point we were—we were going to arbitration, so certainly if we were in arbitration, we would have them side by side.

Councilor Wenograd: And can you explain, in terms of the process now, these have been ratified by...

Mr. Ledwith: So each of these unions, the locals have ratified them, so they have voted on it and have approved it. Yes.

Councilor Wenograd: Okay. And what happens next if these are rejected by this council?

Mr. Ledwith: So if these are rejected, we would go back and let the assoc—the unions know that they've been rejected and we would be sitting back down at the table and trying to negotiate another contract.

Councilor Wenograd: And arbitration would be likely at that point?

Mr. Ledwith: Potentially, if we weren't able to, you know, certainly this body carries a lot of weight, so, we would have to see where that conversation took us, but, yeah, ultimately we could—this tentative agreement carries a lot of weight, so if we were to end up in arbitration, they would probably, at the end of the day, if we went aggressively at some other things, more so than we already have, yeah, they'd probably present this tentative agreement that they ratified as their last best offer.

Councilor Wenograd: And procedurally, at that point, is when we bring in the law firm.

Mr. Ledwith: Oh, yeah, yeah. Right out of the gate we'd bring them in. Yeah.

Councilor Wenograd: Okay. All right. Thank you very much.

President Cantor: I just want to clarify. So the two thousand and, Mr. Williams had referred to, the pre-2003 and then the 2003 to the 2013, date, there's, when you are negotiating the contract, you don't go retroactive to the date of the, correct?

Mr. Ledwith: Depending on what, you know, what, you know, a lot goes into that decision, so, at, at many stages we may create tiers. Yeah, we may decide ultimately, okay, we're going to change that benefit for all new hires after this date. And that's, you know, we have tier in two—pre-2003 and post-2003 and now we have a new tier where it's completely eliminated.

President Cantor: I guess what I'm asking is, if you were to go to arbitration, say the contract was denied. You went to arbitration. Is there, any, it, would it, would an arbitrator go back and retroactively...

Mr. Ledwith: Not likely, but if we were going after all the things that we got with this contract? Yeah, we certainly probably wouldn't get that. You know, if we were to take it away from existing employees, that would be something we, we may be challenged on.

President Cantor: Okay. Ms...

Councilor Hall: So we tried to like read different contracts so we were, we're, but I, so I had a question on this one then, too. So are those contracts like the firefighters contracts where all the sick leave is paid up front on the first day of the fiscal year before it's been taken?

Mr. Ledwith: It's, yeah, their bank account is credited with 15 days on July 1.

Councilor Hall: And then, in terms of, the negotiation process, so this has been going on for three or four years now, were there members of each one of the bargaining units—how many members were involved from each?

Mr. Ledwith: So we started off back in 2013 meeting with all of the groups at once, so we, because we had some consistent language that we were looking to get with all of them, so we wanted to educate them as a group. So we met with probably 20, 25 people. At least for that first 12, 24 months pretty consistently on educating, you know, went through our actuarial evaluations with the pension plans. We'd just do a lot of presenting and we'd let them ask us questions. So and then towards the end, uh, when talks just really kept breaking down, we broke off into separate little groups.

Councilor Hall: And during this process, will all of the union representatives are paid based on their regular—how are they paid for that?

Mr. Ledwith: They're paid—they're provided union business leave with, you can probably, with each of the contracts is a little different in terms of that, but they're provided with union business leave, but we try to, you know, do partly on our time, partly on their time. So it's a shared, uh, endeavor.

Councilor Hall: And so, when they're not on their job and they're negotiating, does that mean the job's not getting done, or are we hiring other people to cover?

Mr. Ledwith: Nope, they're, you know, most of the, no, we were never in eight-hour conversations. It was always, you know, two, two-hour blocks, three-hour blocks, so yeah, there, we weren't hiring a replacement for anyone who was stepping away from the table to negotiate. I would argue they, they didn't like the process very much. They'd much rather have been...

Councilor Hall: At work.

Mr. Ledwith: You know, working on the streets and not listening to me.

Councilor Hall: You know, I jumped right into questions, we did, and I just, I wanted to back up and just also say thank you very much for all your hard work on this. I know it's, it's a very, very difficult job, and it's a very difficult process, and as I said to Ron earlier, it's like, you know, your, you're wrestling with one arm tied behind your back, because you're, you know,

under the constraints of collective bargaining. So I just, I really appreciate everything that you've been doing, and, so, our questions are not meant to be a criticism of your work, they're...

Mr. Ledwith: No, I know that. Thank you.

Councilor Hall: They're someone coming from a private sector who doesn't get any sick time off. You know, we get a certain amount of paid time off, and if we use it whether we're on vacation or sick or taking care of an ailing, you know, family member, it's time off. So, you know, which I think the general public now is, you know, subject to, so a lot of these terms may be not familiar to a lot of people, so.

Mr. Ledwith: Oh, I 100% agree. Yeah.

Councilor Hall: I think it's good to talk about, so. Thank you.

President Cantor: Thank you, Mrs. Hall, and I couldn't agree more for, you know, I, I was going to start by saying it, this is a lot of work, and it's, and we actually because you do so much of it yourself and we don't outsource it, we also save the town a lot of money on, on what you do, so we appreciate that, and I've seen you in action, and you are very good at what you do. I just wanted to ask when we talk about some of these things and the terminology, we all are not in a vacuum. How do we compare with other municipalities and, what, and how does that impact us if we were to go to arbitration and ra—and not rat—if we didn't ratify them?

Mr. Ledwith: Yeah, and in, to Ms. Hall's point of having one arm tied behind your back, that's what, in fact, we face. We're dealing with comparables and when we're sitting in negotiations, it's, you know, we're presenting data about other communities, which, that's all we basically can use, and we can't, you know, when we bring in the private sector, an arbitrator is usually going to throw that kind of information out. So they want to compare us to, you know, Simsbury and a Farmington and a Manchester and communities of like size and population, so, uh, I mean, our, some, these changes we feel really good about. Are there things in here that are, you know, things that the general public will not appreciate? Of course, yeah, and those are things that long-term we need to continue to address with each contract, but we just can't do it all at once. We can't change, eliminate sick pay for everybody all at once, and, and vacations and holidays and things like that. So, we kind of grabbed three areas that are really important to us right now and, in a year, we're going to be sitting down again, and we're going to be addressing some of those other issues, but it's always, yeah, we're always being compared to every community around us, and, you can't ever get too far by them or we'll be reined in by an arbitrator.

President Cantor: Thank you.

Mr. Ledwith: If that answers your question.

President Cantor: Mrs. Hall.

Councilor Hall: Just to, to kind of finish up where Mr. Wenograd was with the process of going to arbitration. So if twice this Council voted against the contracts, then what happens?

Mr. Ledwith: So, if an arbitrator?

Councilor Hall: Mm-hm.

Mr. Ledwith: So, yeah, if we, they go to arbitration, if this was rejected and we went to arbitration, went to negotiations and then arbitration, then we'd present that arbitration award to the Council. The Council could accept it or they could reject it. It would then go back to the arbitration panel, and they would review the arbitration award from a legal perspective. So they, they wouldn't go back and say, well, no, those wages were too high or that benefit was too low, et cetera, it'd be, all right, what, legally was everything followed during that process? And every—and that's the only way that second panel would overturn anything generally. So once you, yeah, you're pretty much, for the most part, locked into that arbitration award.

Councilor Hall: So then, in effect, the, whatever the arbitration panel decides is what would take effect, and this Council would not have the ability to say, nope, this is how we're going to operate with this bargaining unit. It would be out of our hands completely.

Mr. Ledwith: At that point it would, after that second look.

Councilor Hall: Thank you.

Mr. Ledwith: You're welcome.

President Cantor: I—Mr. Davidoff.

Councilor Davidoff: Thank you, Madam Mayor. Mr. Ledwith, thank you for your efforts over the past few years and few months to, to get to this point, and I, I think it's important to note that, you don't operate in a vacuum in terms of, deciding what issues that are necessary to pursue in a labor negotiation, and I think the direction that you probably took was that, issues that were important to the Council and to its residents were in the areas of wages, pensions, healthcare, and, sick leave, and, those wouldn't be—and I just want to get an answer—those would not be something that you would just self-identify. That would be something that you would, as our chief negotiator, ascertain from discussions that we've had in years of Finance and Budget Committee meetings as well as discussions with the Town Manager and our Finance Director, correct?

Mr. Ledwith: Correct. We spend—this body—spends a lot of time talking about these issues on a weekly basis. Mr. Dodge, you will join us in those conversations shortly, but if there's not a meeting that goes by where we're not talking about healthcare liabilities and pension liabilities in years.

Councilor Davidoff: So I would consider you to be an experienced negotiator with respect to employee contracts. This isn't something that is a case of first impression, from my knowledge of your abilities and the things that you've negotiated for the town in the past, and would it be clear to say that, there needs to be compromise in terms of, these are the things that we're looking for in terms of, yes, this is our absolute position. Our bargaining units, and this is what they want, for their ultimate position, but at some point, there's a meeting of the minds, a middle position that we reach, and that's what these reflect this evening?

Mr. Ledwith: There was a give and take between that, over that three-year process and, and ultimately we met here, in the middle, I guess, but I feel like this is a, address, like I said, addresses three key areas that we needed.

Councilor Davidoff: So in that—there's been a lot of questions about process. So the point where you felt that it was important to bring this to this body for ratification was, your feeling that this is going to be the best offer we're going to get at this current time from our bargaining unit with respect to those issues that I outlined earlier, correct?

Mr. Ledwith: It is. Yes.

Councilor Davidoff: Well, I appreciate your professional opinion on that, and, I will be supporting the, the resolutions this evening. Thank you.

President Cantor: Thank you, Mr. Davidoff. Mr. Wenograd.

Councilor Wenograd: I, just to follow up, one thing, thank you. To follow up on one issue that Mr. Davidoff mentioned. So not only do you believe this is the best deal that we can get at this point. You're, in fact, endorsing this agreement, correct?

Mr. Ledwith: I am. Yes.

Councilor Wenograd: So, I mean, at some pro—at some point, there is a trust level. You know, we, we empower you to negotiate our contracts. You're empowered to sign off on a tentative agreement. It's obviously not final until we agree to it. But just the ability to sign off on a tentative, which has legal implications, if we were to go to arbitration, is really our trust in you, that you've negotiated the best deal you can and so when you're coming back to us with your recommendation, I, it, I certainly think that should carry a lot of weight. I'll also just note, I think that you certainly did do a very good job on these contracts. There are significant savings for the town in those areas mentioned, in pension, health insurance, and getting people onto the hybrid plan. So, I'm certainly satisfied with it. I agree with your conclusion, but more importantly, I respect, your view that this is an appropriate deal for us to sign off on. So thank you.

Mr. Ledwith: Thank you.

President Cantor: Thank you, Mr. Wenograd. Anybody else? Okay. Now you can go back to discuss Item 11—no, 10. Ten.

Mr. Ledwith: So in terms of our fire agreement, you'll remember that the, the Council ratified the last fire contract back in 2014, so it was really almost two years ago, within a couple of weeks, where we ratified that agreement that was retroactive back to 2012 through June 30, 2016. And in that contract, we had achieved several key areas, not unlike tonight with some of these other agreements, but I think even more so with our firefighters. Aggressive pension reform and healthcare reform. You'll remember for our pension, all new hires, we reduced the multiplier. We didn't—we don't have the hybrid plan, but we reduced the multiplier for the fire—new firefighters from 2-1/2% down to 2% and we also eliminated overtime out of the equation, and that language is very black and white. And we also have the high deductible health plan for everyone. So everyone was mandated to go into the high deductible health plan. So we were able to accomplish quite a bit with that contract, and you know, I, our relationship at that point, and I think it's a testament to this Council and the Council before this Council with our former mayor and the public safety, uh, chair, Harry Captain, and Burke Doar, and Clare Kindall, and fire administration and the union, we were at a point where we were having more

productive discussions than we had ever had, and we had been talking about paramedic services for 30 years, and just a couple of months ago, this Council voted on, approving the delivery of that new service, which is as you know, tremendous change to this community. We will be delivering a more cost-effective but more importantly more efficient and quicker service to our, our residents in the future. You know, today we, we provide, we pay a third party to deliver those paramedic services. It costs us \$300,000 a year, so we'll eliminate that line item from our budget, and we will have our current existing firefighters and paramedics deliver this service to the community without increasing staff, and at the same time, we will draw some revenue source as well to offset paramedic and fire suppression services with the delivery of the paramedic services. So with all those changes, we were at a point here where we're, you know, we're at the point now where we're on July 1 or thereabouts, we'll be rolling out this new service, and that's right when our current existing contract was expiring, and we felt it were better for the community if we were to assess the roll-out of this new program over the next two years without being bogged down in contract negotiations. And this one was a delicate one. This was a, you know, involved a lot more conversations between the Town Manager, and our Fire Chief, and fire administration, and we were at a point where if we were to be in negotiations right now while trying to roll out this new service with everything that we achieved with our last negotiation in 2014, there wasn't, and we talked about a give and take in negotiations. There wasn't, to, to the fire union's credit, there wasn't a lot of give and take. We needed those issues and we got those issues. We got the healthcare reform. We got the pension reform. They got a wage increase, but they didn't get anything else. And if you looked at, you know, some of the things we had to give, there was a lot of give and take in the AFSCME and SEIU units that are before you this evening. With the fire contract there wasn't a lot of that. They really stepped up at that time. So to sit down and negotiate a contract right now with that negotiation history, we felt, you know, it wouldn't have put us in the best position, and, we were worried about having to talk about certain issues that we really don't want to be talking about right now as we roll out that new program and that could be the potential of a shift change. I know that's always important to the fire union. So with an extension, two-year extension it allows us to assess the roll-out of this program beginning July 1 or August 1 or thereabouts, see where we are over the next 24 months, and then we can sit back down at the table delivering this new service to the community and determine how we want to move forward there. The two-year extension does come with a 2-1/4% increase in each of those two years. We also have a light duty policy that's built into this two-year extension as well. We've been trying to get a light duty policy with both our police union and our fire union for well over a decade, 12, dozen-plus years. We were able to do that with this extension. It's going to allow us to get people back to work quicker. We're, studies are showing that will reduce our lost workdays by 50%, so we're, we're excited about that change in the plan. We also have some overtime training language that we were able to achieve with this contract. So with the roll-out of the paramedic program, we're right now, doing a ton of training, obviously, with our, with our paramedics. And this change is going to allow us to save a tremendous amount of overtime expenses over the course of this two-year extension by changing that overtime training language. So, so that's where we are with the fire extension. We, again, it was really based around this new plan, new program that we're rolling out to the community, and seeing where we are over those 24 months and deciding how best to move forward at that point.

President Cantor: Thank you, Mr. Ledwith. Questions? Ms. Hall.

Councilor Hall: Again, I, I'd like to take this opportunity just to kind of share some of the things that are in here, because not everybody in the public reads these contracts, but also, really, from the time I've been on the Council, one of the things that has frustrated me is this process taking so long. I take it we're still in arbitration on the 2006 police contract?

Mr. Ledwith: We are, but we'll have a decision by June 30.

Councilor Hall: Okay, so ten years later. ...

Mr. Ledwith: Which just came to light over the last couple years, but, yeah.

Councilor Hall: And, you know, part of that is because of this whole process as opposed to the teachers union contracts where there's a set schedule that, you know, you talk, you get it done with, it's over, and it can't go beyond this time. And when these contracts get dragged out for years and years, then it just drags out the amount of time that we have to come together and try to get some of the changes that, you know, are not just fiscal but also from a managerial perspective. So, for instance, you know, going through the firefighters contract, you know, if you look, it says that the town reserves the right to employ, transfer, promote, lay off, terminate, whatever, when it's in the best interest of the town. But I don't know how that can be consistent with Section 27.1, which says that we have to have 20 people on staff at all times. It just seems like there's something that, again, from day one, we wanted to address. I know that you would say that adding on the paraprofessional—or not the parap—the paramedics was going to create the demand, but also from a managerial perspective, it doesn't give us the ability to make the changes that we want. You know, the other thing, also, as Mr. Williams touched on was sort of the vacation time, and I'm looking at that, and I, I see where employees can carry over up to 50 days of vacation time. So, I'm a manager, and my employer, we can carry over five days, and if we don't use them by March 31 of the following year, we lose them, and the reason we do that is, A, we think people need to take vacation. It, you know, you need to take that break. You need to come back enthused and all of that, but you also have to manage your staff and manage what's going on. How, if everybody decided they were going to take their 50 days off in one year, you know, how does the chief manage his personnel with that type of build-up of days off? I mean, I, I would think that that would be an issue. Except for the fact that we have this mandatory we have to have 20 people on at all time, which then would say, since people are taking all of their time off this year that means somebody else has to come in on overtime.

Mr. Ledwith: And you bring up a good point. There, our, history, our data shows us that that doesn't happen, that no one, people accumulate time. They accumulate a lot of sick time. They accumulate a lot of vacation time and then they use it at the end of their career. So, not that I agree with it but that's what happens when folks build up that kind of time. They'll wait until they're, yeah, 55 or 60, and they're going to retire, and then they use that run-off, time, at that point, so, I haven't, in my 15 years, uh, witnessed a situation where someone, you know, next year, took 50 days off in the middle of their career. It just, it doesn't happen, but it would create a hardship if in fact that did happen.

Councilor Hall: And it may be that they don't need to take all of that time because, well, they could be working up to five weeks off in vacation and then the 12 holidays, including Lincoln's birthday, which, I think it was 1971 when they combined the Lincoln's and Washington's birthday and made that one national holiday. But it's been a holiday here since then. ...

Mr. Ledwith: And in many municipal settings it is as well.

Councilor Hall: And then also, if they have perfect attendance for four months, they get a paid time off, so there's another three days, so it could be with all of this time off, that you have a lot of people who can't use it all up and are carrying all those additional days. Do you have any data on, about how many days off are...

Mr. Ledwith: I do not off the top of my head. I'd have to get that for you. Yeah. We do maintain all of those records.

Councilor Hall: And so from a budget perspective, we don't normally, when someone retires, we don't know that they're going to retire. So, again, back to not only staffing but also from the financial perspective when we get anyone putting in their papers and, oh, by the way, I need six months' pay. Those are all things that we've got to find a way to come up with those funds because we didn't budget for that because we didn't know about it. So those are the things that make it difficult for me to wrap my head around that. This contract also continues the 2% cost of living increases in retirement every year?

Mr. Ledwith: For existing employees. I'd have to look at.. Are we talking about the fire contract?

Councilor Hall: Yeah.

Mr. Ledwith: Yeah. So, yeah, if that was in there, then it would remain in there. Yeah.

Councilor Hall: Okay, so, you know, I think that's one of the things that nationally everybody is saying, you know, this is one of those unsustainable things that state and local governments have to do away with.

Mr. Ledwith: Yeah, we eliminated overtime in a calculation—I can't remember exactly. I'd have to look at the details in terms of what the exchange was. Police had, yeah, that's exactly what we did. Yeah. So, so we eliminate—that was part of the negotiations where we eliminated overtime out of the calculation and maintained that benefit. So, but, I, you know, I don't disagree, it's, you know, COLAs are, yeah, costly to the pension plan.

Councilor Hall: And, I know there was a question I had in regard to the healthcare contribution, so I see from the existing contract that that ramps up from 12% to 15%. The private sector employee contributions to healthcare is normally like 25% to 30%.

Mr. Ledwith: Yep.

Councilor Hall: So, you know...

Mr. Ledwith: We have work to do.

Councilor Hall: Yeah. Then I had procedurally, this contract was due to expire June 30, 2016. In it, when we're when we're talking about the health insurance, there's a section that says the town's going to fund 75% of the deductible effective in 2015, 65% of the deductible in '16, 50% of the deductible in '17, but this proposal tonight is to extend it to 2018, so this would be silent.

Mr. Ledwith: At 50%. Well, the 50% would remain in place.

Councilor Hall: It would.

Mr. Ledwith: Yeah, yeah.

Councilor Hall: So we wouldn't be stepping it down.

Mr. Ledwith: We would not. And that's, that's, you know, that's where we would fall short in a comparable. What's happening out there right now and in the public sector is a 50% match on the 50% funding of the deductible. I know that's not the case in the private sector.

Councilor Hall: And, continuing to pay for health insurance, or excuse me, not health insurance. An insurance policy? A life insurance policy for retirees, so we, we must have a lot of retirees that we're buying...

Mr. Ledwith: We do.

Councilor Hall: Life insurance for.

Mr. Ledwith: Yeah. Well, yeah. It, retiree life is covered at different amounts within each bargaining unit, anywhere from, I don't know, \$10,000 to 25 maybe. I don't remember off the top of my head, but yeah, that is something everyone leaves with. Yeah, we carry a liability for that. Purchase insurance for it. It's, you know, our life insurances remain pretty, you know, despite the fact we do have a lot of retirees and they all, they do pass away eventually our active experience has been good, so it's offsetting our retiree experience and our life insurance has been pretty flat the last five years or so.

Councilor Hall: I'm sorry, thanks. You know, boy, and I read my transcripts and I see where I say you know all the time and I came in here tonight saying, I'm not going to say you know over and over, but I can't seem to get away from that. Conceptually, I think of life insurance as something a young couple might do who are worried about, you know, their, what happens to one of them and the kids and the house and that type of thing, so continuing to buy life insurance for people that are retired, that's typically not something that they even need, and I would think life insurance gets more expensive the closer you are to end-of-life, so I would think that that would also be something we would want to, A, is it, you know, isn't really needed at that point, and is expensive.

Mr. Ledwith: I agree. And, these are all issues that we will need to continue to address. If we were to, like I said, get the, you know, some of the things we did get with this contract—all the things you're bringing up are good points. But like I said, when we monitor our life insurance expenses, on the Board side we have a lot of active employees. On the town side, we have much fewer, so we have 1500 versus 400. We have no retiree liability on the Board side, and we have what you see on the town side. So our costs are not rising, they haven't risen in the last five years. So it's our focus has been on other things and not those are things that we need to address. We just didn't do it with this particular contract.

Councilor Hall: And have we gotten a final from our auditors on the healthcare liability?

Mr. Ledwith: We have not. No.

Councilor Hall: So we're still going with the estimate of about 140 million in unfunded healthcare?

Mr. Ledwith: It's 118 million.

Councilor Hall: I think we had gotten an update projected.

Mr. Ledwith: From Hooker and Holcomb.. Oh, yeah. I didn't see that. All right. So 140. Okay.

Councilor Hall: About 140 million.

Mr. Ledwith: Disagree with that, but it is what it is.

Councilor Hall: So, again, I, you know, I really appreciate what you do. I really appreciate, you know, everything that the firefighters union did and came to the table, but I feel like we still have more work to do, and I could understand why you'd be looking to take a break on these after all of that...

Mr. Ledwith: I don't get a break. This is what I do. And, you know...

Councilor Hall: But I'm, I feel like by extending the contract, we're giving up the ability to address some of these issues.

Mr. Ledwith: That part of the sentence I 100% agree with. It was, in to—in looking at everything as a whole, delivering this new service while rolling it out and having to be bogged down, sitting down, negotiating and potentially talking about a, a new shift change, it just didn't feel like the right time. We got so much with our last contract, we felt comfortable with the 24-month extension with the group, and we'll be back at the table in 18 months negotiating all the, you know, the issues that we need to address. But I, I understand what you're saying completely.

President Cantor: Thank you, Mrs. Hall. Mr. Barnes, did you have something? Ms. Casperson.

Councilor Casperson: So thank you very much, Mr. Ledwith, and I won't keep you here long. I just want to understand a little bit about when we're looking at these, how are we comparing to other municipalities, I, you know, I know that when we're looking at the, you know, some of the days, the vacation, when my husband was at the end of his military career, that was something that he had some days and they're all traditionally used at the end of the military career or something when it's, in public service, it's very rarely outside of that sector and, you know, so I understand that part, but just a little bit about how we are comparing, some of these just in overall, you don't have to go get in the weeds. Then what would happen if, you know, as we're looking at not providing those things. How, what, how would we rank?

Mr. Ledwith: So our, in terms of our vacation policies and, and building up time and...

Councilor Casperson: Just sort of in general.

Mr. Ledwith: ...And rolling over time and I had the privilege, I guess, of overseeing both the schools and the towns and it is a little bit different on the municipal side than it is on the school side. On the school side, we don't roll over those kinds of amounts of time. On the town side,

we do. I'm always bringing school side to the equation in the conversation, but our comparable, we compare to on the town side. So those are amounts that most we compare very well, well, we compare to other municipalities in terms of what vacation policies are and what you're allowed to accrue and carry over from time to time, from year to year. Our sick pay, we are like eliminating the payout at retirement on the other contracts, and that's something that's, people are starting to do. People haven't done it, I think, as aggressively as we've done it. They're getting there. And they'll use us as a comparable to do it in their communities, so.

Councilor Casperson: Thank you.

Mr. Ledwith: Sure.

President Cantor: Thank you, Ms. Casperson. Mr. Barnes?

Councilor Barnes: Thank you. Rick, I don't know if this is a question for you or for the, the Town Manager. Focusing just on the resolution that we have for each of these contracts, the second whereas clause says "whereas the extension of this agreement contains articles that are in conflict with various ordinances, rules, and regulations of the Town of West Hartford or require funding to implement the agreement." Just was wondering what is it in these agreements that's in conflict with our ordinances, rules, or regulations?

Mr. Ledwith: I'd have to look at that language. Nothing.

Councilor Barnes: I'm sorry? The resolution? It's in there. Yeah, just...

Mr. Ledwith: If you look at Item #10, is it worded the same as all the other ones, too.

Councilor Barnes: It was consistent between the six.

Mr. Ledwith: Yeah, it was. Do you know why we have that language, Pat? Probably something we just carried over from year to year. I guess it's in each one, yeah.

Mr. Alair: I'm guessing here. Maybe I can jog Rick's memory. On occasion, some of the collective bargaining agreements require us to then implement by making amendments to the pension plan, and I suspect that this whereas was cut and pasted.

Mr. Ledwith: Yeah.

Mr. Alair: Into the various contracts and that there may not be any conflict in this particular case because it's just a carryover contract, but...

Mr. Ledwith: That's, I, yeah. That makes sense. So for this one, there is none. For the others, for the fire. For the SEIU and the AFSCME, similar to what we went through back in the winter or right around the holidays. We will go to the Pension Board, we'll adopt ordinance changes to the pension plan, we'll come before the Town Council, and you will amend the pension ordinance, with the changes that would be ratified this evening. Looks like there will be something, another step that the Council will take.

Councilor Barnes: So does that mean that with respect to five of the six contracts, the language is accurate?

Mr. Ledwith: Correct.

Councilor Barnes: And so just with respect to fire, it's not.

Mr. Ledwith: Correct.

Councilor Barnes: Okay. All right. Thank you. And then just I'd like to recognize the, the work that, Ms. Hall and Mr. Williams did in, in going through these contracts and asking those questions and, and kind of shining a light on, you know, the issues that a lot of people in the community aren't aware of with respect to these, these contracts and, and these benefits. I think it's worthwhile to, to have the conversation, so thank you.

Mr. Ledwith: We'll be putting these up on the website shortly, so community members can see it.

President Cantor: Thank you. Anybody else? Okay, I just, I do want to say that I know that when you talk about public safety, there, the comparables and the discussion is a little bit different than other...

Mr. Ledwith: It is.

President Cantor: We've talked about these many contract negotiations for many, many years. There really were significant changes made. I don't want people—we have work to do, and we continue to do it. We talk to our unions and we are, are educating—like you, you know, the education process is a long, long process. There has been culture change, and we still have some more to do and it doesn't happen overnight, and this is a, a trust because we value our employees. They work very, very hard on the town's behalf. They could go to other public towns and be public employees at other locations and, and do, and have benefits that are different, and, and probably in many cases, richer. But we expect a lot and we demand a lot, and many of our employees also do multiple jobs that in other communities they are divided up and have many different jobs, and there, you know, is clear division. We ask people to, to take on other things, and I, I remember when we were consolidating the grounds for, of the schools and public works and moving that needle, and it was slow, but it moved. And ultimately it saves a lot of money when people are sharing that responsibility, so, very good points, and I appreciate the work that everybody does looking at the contracts and asking questions, and many, many of those things we've done in other committees or privately or not privately, but over emails or whatever. But public safety is a little bit different. When you walk out the door and you're a public safety employee that life insurance is a very, very important part. It's not the same as driving to work, I personally think so, I think in a way, it is a little bit more like a that military kind of mindset, so I just wanted to say, my own personal thoughts.

Councilor Hall: I just want to point out, because I, I agree with you completely. I was talking about life insurance for retirees. Not for people that are out there risking their life. Absolutely I agree with you completely and I didn't mean to interrupt, but I didn't want that to be misconstrued.

President Cantor: Right, but those...right, those life insurance, right, but they were purchased prior and they're kept up while they're retired, right? I mean, it's not, it's not a new benefit, it's a benefit that they have, and I think that is standard in the industry for public safety, correct? Yes. So. I just, you know, again, it's a cultural, it's a little bit of a different, so I, we appreciate the unions' work. We have our union representative here, Kerry, and we appreciate all that you do every day on behalf of our community. This is a big challenge to do the paramedic service.

It's a big change, and we are expecting a lot, and in effect, it will change a lot of the responsibilities that everybody in the, in the fire department and so we're looking forward to seeing how that rolls out and how we handle, everybody else handles that additional responsibility. I, I do agree that I think there are things, minor changes that could've been made and that negotiation could've gone on for a year and a half or two years. It could've hurt us in implementation of this, and ultimately, I think when we start at a year and a half, there will be a bridge of trust and understanding, and a focus on, on getting us all to the place where we need to go. So that's my own personal thought on this. I, we have not done that, extended contracts without going back and, and this is new. But the fact that we did so many things and are just implementing on July 1 a new program that will save the town money and provide a much, much better product for our all of our residents, that we, we felt, I feel that it's the right decision to make in this particular situation. So yes, Mr. Barnes.

Councilor Barnes: I'm sorry. I lost the thread of the conversation. So I just wanted to make a couple points before we closed the discussion and actually voted. You know, we talked about, you know, compromises and the give and take of this process, and how far we've come, and then I agree we have. But it's almost to put it in context of where we started was so far to one side that we're not, you know, when you look at where we are with respect to these contracts and we talk about, you know, wage increase. When we talk about the town contributing 83% of the premium to these healthcare plans or contributing 50% to the high-deductible HSA plan. We talk about pensions, which 20, 30 years ago, started to, to fade away and basically no longer exist in the, uh, the private sector, and also retiree healthcare, which with respect to some of the employees is free, after they retire until the time they move into, into Medicare and then receive supplemental coverage under the town's program, and so, you know, as an issue of fairness between public and private employees and also fairness for West Hartford taxpayers, it seems like while we've made progress, you know, the wage increases and, and the benefits are still, you know, very rich, and not things that are enjoyed in the private sector, and so, while Mr. Davidoff is right that we're not talking about these things in a vacuum, there is a system in place. You know, one of the things that we could do if there was the political will to do it, would be to, to raise our hands and object and say, you know what, we don't think the process works, and we're going to call upon our state legislatures to make a change to the way these things, you know, are handled to basically take the handcuffs off and give us some flexibility to manage these issues here, for the town. So we could do that, you know, my guess is we're not going to do that, but that is certainly something that is within our authority to do. Thank you.

President Cantor: Mr. Van Winkle.

Mr. Van Winkle: Just some final comments. You know, if you worked in the private sector, and somewhere in the 1980s, early '90s, your employer came to you and said, defined benefit, it's gone. Tomorrow we're starting this program. You're done with the defined benefit. We work in union place. It has to be negotiated. We have a contract with our employees that says, you know, you have this benefit, and if we want to change that benefit, we have to negotiate it out. You know since I've been Town Manager, we've made some incredible inroads into these issues, had some long discussions with our unions about the difference that exists between public and private sector today. As the public sector really just shifted that retirement burden onto the, onto the employee. Didn't pay them for it, didn't give them anything. Just said it's yours now.

So as they changed their rules and took away, things, we had to negotiate them away. And so we know that we are still out of sync with the private sector, but we've done a lot to get to the point we are, and our problem is, as Rick mentioned earlier, we're compared against other towns, and so if we're going to get tougher our union members will know, well, you're not going to win that, you know. We have to find some way to compromise to get us back to—and we need to keep pushing this point that right now the private sector's here. We're still too high. We need to get back to that same level, comparable job, comparable benefits, and, you know, that's our goal. That's what we need to do. We've done really well. I mean, you think of everything we've talked about in the past. We've really sort of addressed all those things. Life insurance has never really been a big issue. It's not really that costly to us. It never was really a driver of cost. Pension, healthcare, those are the two biggies right there that we need to continue to address, and we need to look at some of these other pieces. But we know that and we'd like to get there better—sooner, it's just the system we have doesn't allow us to move as quickly as we might. But as every town makes these decisions and as we see every agreement signed in the State of Connecticut. We see analysis of every arbitration agreement, that's done in the State of Connecticut. So we can look and see where people are, what they're winning, what they're losing, and make some judgment about what we can gain or not gain in this process. We, I, I think, as a Town Manager, since I've been your Town Manager, we've done really well in getting our employees to adjust some of those benefits back. But Rick and I both know we still have a lot of work to do to get to where they're even close to comparable to the private sector. And that's our goal. Without question. That each negotiation will be an effort to get us closer to what you would find in the private sector.

President Cantor: Ms. Kerrigan.

Councilor Kerrigan: I just want to be able to say, Madam Mayor. It sounds like a new TV show. Thank you. Exactly. Thank you, Rick. Shipman and Goodwin, I assume what the relationship that you have with them is such that if they thought going to arbitration would help us as a town, they would, they would sort of give a nod, like, you know, this is worth fighting for. I assume we're in good hands with their, with their advice. So our hands are really tied.

Mr. Ledwith: Yeah. But they will I mean, they're going to ask, they're going to always do what we ask them to do, so if we feel a certain way and they push back on us, they're still going to say, all right, you want to do it, we're going to go. So, but, I mean.

Councilor Kerrigan: But I thought if they thought we had a chance at getting...

Mr. Ledwith: They'll tell us, yeah. Yeah. But we still can be sticklers sometimes, and we've done that in the past, so.

Councilor Kerrigan: I like that. One other thing, on the paid, sick leave, 60 days, I assume whoever doing the managing, this isn't a benefit that's being abused, so that everyone says, oh, that's 60 days we get. You know, it's more vacation time. We've got to take advantage of it. Use it or lose it type mentality that can really wreak havoc in managing any benefit, so I assume that data's collected and we're making sure that individuals aren't, aren't abusing that.

Mr. Ledwith: We do. We know what everyone accumulates in terms of sick time across all 1900 employees, so we know exactly who's doing what. It is a benefit that some people do accumulate time and they, they don't call in sick because they know at the end they're going to get a reward for maintaining good attendance throughout their career. So it's, I don't think the trade-off's equal, but, yeah, there is that potential as well, some people accumulate time because they know there's a reward, so they have a tendency to, hey, when I'm feeling a little tired, I still come into work. So we're not losing any productivity because of it.

Councilor Kerrigan: Happy birthday. Thank you for your hard work.

Mr. Ledwith: Thank you.

President Cantor: Thank you, Mrs. Kerrigan. Ms. Casperson.

Councilor Casperson: So, as Mr. Barnes was sharing, you know, and feeling that we would at this point in time at the table be able to just say no. When it's not always that easy to just say no. What would, what would be the recourse? You know, if, if we said no at the table, since that's what's being suggested. What would happen?

Mr. Ledwith: So, to Mr. Wenograd's point, what would happen is you could reject this. We would go back to the union and say this has been rejected by the Council. Do you want to sit down and negotiate some further changes? And they could agree to say, yeah, we'll, we're willing to open it up and look at that, or no, we feel good about what we negotiated at this point. It's been three years. Take us to arbitration, and we'll use the tentative agreement as kind of their last best offer. This is what the town agreed to. We're going to hold with this, and an arbitrator is, is going to put a lot of weight in that, but if we're in a situation where the financial, you know, the economy completely collapses and there's things that we can bring to the table that show times changed during that time period and we need to aggressively address some of these other things, then they may look at that. But as it stands now, they'd probably award this tentative agreement to them. Cost of arbitration is it's expensive. So we have hearings, usually we'll have about three days of hearings. Where it's all day, both sides testifying, and then, we write a brief. They write a brief. We present last best offers. There's just a lot of legal back and forth and you know, on average it can run anywhere dep—you know, between \$30,000 and \$50,000 depending on the issues at hand. We had a case we arbitrated up on the school side, it was about, yeah, it was about \$48,000 in fees, legal fees. That was for a small group, but lots of issues.

President Cantor: Thank you, Mrs. Casperson. Mr. Barnes.

Councilor Barnes: Yes, thank you. Just one follow-up. My point isn't to, to vote no and, and go through the process because it's a, it's a failed process. It doesn't work. So, so if it's a question of, you know, having three arbitrators and you have one on labor and, you know, one on management, and you pick a middle and you try and convince them and that individual is always going to split in the middle because he's going to want to get hired for the next job, and the system doesn't work. My point is if we don't like the system, if we don't want to work within the system, that we would call our representatives in Hartford and say, we want to see change because we don't like the system. That's what we would do. We would raise our hands and say, let's—there's got to be a better way to do this and I think it's something that the state's going to

be grappling with in the coming years and will likely trickle down to the town level at some point, but it's not simply to say no and to go through this process, because from what we've heard over the years, it's basically a waste of time and a waste of money, and we're always told we're going to get a worse deal than, you know, if we go through it we're going to get a worse deal than if we just accepted the proposed terms that we have. So I'm not suggesting that that's what we should do on every contract. I'm saying that the process is broken and we need to look at it anew and say, there has to be a better way to do this.

President Cantor: Thank you, Mr. Barnes. Mrs. Hall.

Councilor Hall: I know I've sounded very negative tonight, so I just really want to reiterate that I do have the utmost respect and faith in our town employees, our public safety employees. I think, you know, they do a wonderful job in West Hartford. And I, I don't want anyone to think that I don't appreciate the good work that they do. My frustration is with this process that, that drags everything out, and, you know, I've made no secret over the years that I am opposed to collective bargaining of employee benefits for you know, town employees. And, you know, again, you look at Connecticut, 61% of union members work for either a state or local government. And I believe that that is an inherent conflict of interest where people are voting for people who have the ability to decide what their salary and benefits, you know, salary yes, but benefits will be. And so, you know, I, I have found in my years on the Council that there are very few people who really understand the collective bargaining process and how it ties our hands and takes the control away from the Town Council, which is why I, you know, reiterate the point that if, you know, if collectively all said this was nuts and this is what we want to do at the end of the day, a state arbitrator would make the decision for us, and, and so that is what frustrates me about this, and hopefully, a fulsome discussion helps all of our residents understand the issues that we grapple with and why our town's budget has grown \$100 million over the last 11, 12 years, because of all of these automatic increases, regardless of performance, the cost of living increases that go on the benefits that at one point in time were passed on because the salaries were not what they would be, but as the studies have shown, now public employees have surpassed the private sector in both salary and benefits, and one of my discussions with Ron today was the number of people that are in dire straits in this town, you know, the homes that are being foreclosed upon. The, the homes that are falling apart because people can't afford to do what they used to be able to do. And that's who I feel like is really hurting the most, is that we have residents who are barely scraping it together, and paying for some of these benefits that the rest of us, you know, just shake their head at, so that's my final thought. Thank you.

President Cantor: I, I also do want to highlight that many, many of the costs that we are, that have driven that \$100 million are costs that were, agreements that were made 40, 50 years ago, so just, that we've made a lot of progress and if we had made the deal, the contracts that we did 50, you know, 50 years ago, we would not be in this position. But that's. Mr. Davidoff.

Councilor Davidoff: Thank you Madam Mayor. With respect to the firefighters contract, because I think that's where we are in the discussion, I'd first like to commend our firefighters union for working so diligently with our town staff to extend the contract that we just recently negotiated. I think this is probably the first time in my recent memory that a contract has been extended. Is that correct—? Oh, 2009, so we're in, that's seven years ago, correct?

Mr. Ledwith: Well, that one was a, if, for folks who, well, everyone remembers, we had a huge economic downturn at that point, and all of our contracts were, we were in the middle of the contract, and all of our unions agreed to open up the contract and extend it, so that we could get wage concessions to help us through 2008 and 2009. But prior to that, it, never happened, yeah.

Councilor Davidoff: Exactly. And I think also what needs to be in the context of this discussion is that we're talking about professionals, and when you talk to other people in other communities, they say, you're so lucky to live in the Town of West Hartford where you have a paid fire department. We don't have to rely on volunteers to possibly fill this role, and I think that the men and women who serve in our West Hartford Fire Department, every single day of their career here in West Hartford, go beyond what's asked of them and put their lives on the line for the rest of us citizens and do that with professionalism, do it with knowledge, do it with bravery, do it because that's the career they chose to do. I can understand my Republican colleagues' criticism of the binding arbitration system which currently exists in the State of Connecticut, but as I have said many times, I have to operate in the world that currently is, not in the world that I wish was or possibly could be. I have to operate in the world that currently is, and the world that currently exists in the State of Connecticut is that labor negotiations are conducted through a collective bargaining process. And those are the rules that are laid out, and so if those are the rules that are laid out, then I'm going to negotiate or have those negotiating for us follow those rules. I don't think taking some type of rogue position with the hope that we would send some type of message to the capital that this is how we want it to be or this is how it ought to be is appropriate for the negotiated settlement that we have here before us. I think that, when you stop and you look at what we've been able to accomplish over the years with respect, in particular, to this firefighter contract, and the issues that we have had in the past that have come before this council, more specifically the 21 or 20 or 21-person-per-hour-per-shift minimum manning, whatever you want to call it. If there are suggestions by members of this body that think that we ought not have 21 or 20 people here before us, then I think there needs to be an explanation to the residents of West Hartford how you would get to justify that position that there ought to be less personnel per shift to do that. I am currently not in the position to offer any opinion as to why there ought to be less people employed, especially in light of the fact that, we just signed an agreement and are going to provide paramedic service to our residents which are going to require our firefighters to be more busy in the very near future. The other issue that has come before this council in the past is the closure of a fire station, and there was thought that a closure of a fire station would, uh, necessitate the reduction in the amount of fire personnel required to be on duty anywhere in town, and when that issue has been examined many times be—around this Council table, it's always, don't close the fire station in my neighborhood. That fire station is the one that serves my neighborhood. That's the fire station that I rely on. So I don't think that there has ever been the political, desire or the Council decision or intellect to close a fire station, and I'm not willing to close any fire station in the Town of West Hartford in the, in the sake of trying to reduce the amount of personnel that currently serve on a shift or per-hour basis. But those are issues that we have talked about with respect to reducing costs because if you have less employees, you have less costs for wages, for healthcare, for sick care, for retirement benefits and all those things. But how do you get less employees? I just outlined them. You don't have any that many people working or you don't have that many places where people report to work. So until we can come up with something that's going to show me how you can get less people performing the necessary duties required by

our public safety department with respect to providing fire service and paramedic service, I can't come to any other conclusion than to support what we currently operate. So for all those reasons, and I do appreciate your efforts, Mr. Ledwith, and Mr. Warren to negotiate this settlement that we have here before us, and I would like to say on the record that I truly appreciate not only for the firefighters but for all the other public employees that work for this town, your efforts are greatly appreciated, that we are going to operate and continue to operate in the system that has been constructed by the State of Connecticut with respect to collective bargaining, and that I don't foresee my role as a Town Councilor to be one at the town level to change that. Should I serve in the legislature that might be a different issue. But that's a different campaign to be carried on at some other point, but we have to really realize. I mean, this is very important, because we come back to it every budget year. What can we do to control costs? Well, we always say the most expensive portion of our budget is our employees. It's their benefits. It's their wages. So until somebody can come forward with a model to show me and to show the rest of us how we can operate this dep—particular department with less personnel per hour, I really don't think we have an alternative but to support what's before us this evening. Thank you.

President Cantor: Mr. Barnes.

Councilor Barnes: Thank you. Mr. Davidoff, is that, are you inviting town staff to engage in that type of analysis? It sounds like, you know, if you could be convinced to change the minimum requirement or possibly, you know, close a, you know, a firehouse, et cetera, or how we're going to go about addressing, you know, the cost of, of personnel in town, to be able to provide some relief to the taxpayers in town—I mean, is that an invitation that you would like to have somebody prepare that analysis so we can all take a look at it? And if so, I agree with you. I, I would like to see that analysis.

President Cantor: Mr. Wenograd.

Councilor Wenograd: Right. So, I don't think there are many members of the public who are keeping track of some of our repeated debates. So, my initial statement is to say I'm not going to repeat what I said last time we had a contract where we had a similar discussion, so I'll try to say something new. Even though, again, I don't think anybody actually is going to go back and check the transcript. When we're presented with a tentative agreement reached by our negotiator, the presumption is that that is a good deal. If it, and then the next part of that, and if we trust the person who's telling us this, and he says this is a good deal and a fair deal for both the town and our employees. If those things are true, then it is absolutely true that going to arbitration is probably a waste of time for either side. From the union perspective, if they've reached a fair deal and their negotiating committee has deemed it to be fair, then for members to say, oh, no, we want more is unlikely to prevail. The same works for the town side. If our professional negotiator comes back and says this is the right deal for Council to then say, oh, no, no, you should've gotten a lot more from those employees, again, is unlikely to succeed. But that leads to a conversation of hopelessness. Oh, we can't win in arbitration. Well, sure you could. If, in fact, the deal wasn't fair. So in fact, Mr. Ledwith was bringing us a contract that was out of step with the statutory requirements of arbitration and came back and said, yeah, they, they asked for 10% and I figured I'd better give it them, there would certainly not be a hopelessness in

going to arbitration. The system is, in fact, designed to force the parties into a reasonable position. While it would certainly be easier if we as employers could simply demand or simply tell the employees, here's what we're going to pay you, and here's what we're doing to your benefits, and the fact that you deferred compensation for an entire career in return for a certain retirement benefit, we could simply say, as is done in the private sector, nah, never mind. Again, we don't have that system. But, but again, I don't want to let the discussion of the hopelessness of arbitration hide the fact that, that again, that only applies when it's a good contract. When bad contracts come in and when bad deals are brought, you certainly can win in arbitration, and if you take the position, if one side in arbitration is unreasonable, then the likelihood is that side will not prevail if you go forward. The other thing I've heard a few times reference to studies have shown that public sector employees are overpaid or have out-of-whack benefits. I'm guessing that is to a local think tank that published a highly-disputed report last year. It is the type of report that the Koch brothers have funded throughout the country to try to do a very political attack on public sector unions. Now, in fact, there have been many attempts to work out how public sector employees compare, and there is no doubt that the benefit structure is different than in the private sector and often superior. But on wages and total package, it actually varies pretty widely based on the skill set of the employees. For, for protective services, police and fire, no real comparison can be made. We don't have private police forces, yes, what are we going to compare our police to security guards. I mean, these are highly-trained professionals with no comparable private sector. Same thing with our firefighters. Again, we're not going to compare them, I, you can compare it to those who do it for free, but again, what we get for our firefighters, uh, there is no private sector comparison. And that is the big chunk of, and certainly on the town side, our employees. On the Board of Ed side, obviously the teachers are the biggest group, which is also a difficult comparison to make. What most of the studies have shown, though, certainly at, at the bigger employers, which are state units, is that the higher skilled and higher educated public employees actually don't make that much compared to the private sector. Lawyers who work for us and for the state are not making lawyer money. We don't have our, all of our public sector employees are middle class level work. We don't have rich public employees. We don't have people, you know, in the fields—we have a few exceptions, you know, maybe doctors, but, you know, not for our town, but for state workers. But we're really talking about, you know, middle class employ—middle class wages. Middle class standards of living. And we talk a lot about trying to protect the middle class and about, you know, trying to keep our town affordable. Well, we're talking about people like our employees. And in many cases, you'd be talking about our employees. So understanding that, you know, with pensions, for example, yes, private sector stripped pensions. Ron mentions in the '80s. These are, were a disaster. We're facing a problem that we will face for the next years of people no longer having security in retirement. That is a, it's a shame. It, it's not a good thing. It does result in that gap between those who have unions and those who don't primarily. Certainly between public sector and private, because again, in private sector, they've been able to strip away decent pensions from people. And that is not a problem we can ignore. We can't simply say, that's okay, we're going to pay whatever it takes to provide adequate retirement security, and that's what you've done over the years. We've been working with the hybrid system to try to come up with that compromise position. To both balance the affordability and provide some decent retirement for the people who've served for our town for, for their careers. I think we've done a good job with that. I can take little credit for it because most of that happened before I came on Council. But I think the hybrid negotiation, again, was a good thing. The continuation of that is valuable, but,

you know, there was an effort, you know, Social Security is a defined benefit plan. And there was a plan years back to privatize it. Right before the crash. You know, thank god we didn't do it, and, you know, I think we need to, you know, sort of calm down a little bit with those benefits and say, you know, what can we afford as a town, very fair question, and what is fair to our employees? There's a balance there. And I think these contracts are working to achieve that balance, and I congratulate you on your efforts, and I thank our town employees for their work in understanding and trying to get to a place we need to be. Thank you.

President Cantor: Thank you, Mr. Wenograd. Mr. Williams.

Councilor Williams: Thank you, Madam Mayor. No one's disputing the qualifications of Mr. Ledwith or his work. You do a great job. And no one's disputing the quality of our employees. They're wonderful top to bottom. The issue is the system. There's a systemic problem with the system, it's been identified and re-articulated multiple times tonight, but what have we done? Every year, we're passing labor contracts under that system, and I think what Mr. Barnes is suggesting here is sort of a public articulation of dissatisfaction with the system. This is a system, Mr. Wenograd, that you say will produce a fair result if the contracts that Mr. Ledwith he has negotiated were to be arbitrated. The result would be, well, is this fair? And, and, you know, as Madam Mayor brought up, we've had to have these annual tax increases because of a lot of different reasons, some of them many years ago. But they have increased our tax burden over \$100 million last ten years. And we, given that context, we're going to go before an arbitration and we're going to have an arbitrator tell us that contracts that provide for the holidays that we've discussed earlier, the extensive vacation five weeks. That's more than they get in France. I mean, and these are good people. It's not an issue about the quality of our employees. It's about what's fair, and the system is repeatedly putting the taxpayer on, in West Hartford on the losing side of fairness. And so it's for that reason that I, I cannot support these contracts despite Mr. Ledwith's good work and I appreciate it. I know you are the one who's most restrained by the system at hand. So it's on no, rebuke of, of your efforts.

President Cantor: Thank you. I think we're...you have another comment? Mrs. Hall.

Councilor Hall: My, my only comment is because I feel like Mr. Davidoff was trying to put words in my mouth and I wanted to point out that I didn't suggest a number that is right. I was pointing out that in our current contract, we have two clauses that seem to be inconsistent, where one gives management full control and one takes it away. And so I am just pointing that out that I'm not saying we have to have fewer than that. I'm saying it's part of a contract that takes decision-making authority away from management. That's all.

President Cantor: Okay. On that note, I think we're going to vote, but we have to go, we have to vote separately I'm sorry? We have to vote separately, so we'll just number, go through the number. Okay, thank you, Ms. Labrot. No, I think we can just, I, no, I, we don't need roll call. Right. Okay. Vote number ten, all those in favor?

Councilors Cantor, Casperson, Davidoff, Dodge, Kerrigan and Wenograd voted YES

President Cantor: All those opposed?

Councilors Barnes, Hall and Williams voted NO

President Cantor: Okay. Motion carries 6-3. But we're not doing roll calls, it doesn't matter. Number 11, all those in favor?

Councilors Cantor, Casperson, Davidoff, Dodge, Kerrigan and Wenograd voted YES

President Cantor: All those opposed?

Councilors Barnes, Hall and Williams voted NO

President Cantor: Okay. Motion carries. Number 12. All those in favor?

Councilors Cantor, Casperson, Davidoff, Dodge, Kerrigan and Wenograd voted YES

President Cantor: All those opposed?

Councilors Barnes, Hall and Williams voted NO

President Cantor: Motion carries. Number 13. All those in favor?

Councilors Cantor, Casperson, Davidoff, Dodge, Kerrigan and Wenograd voted YES

President Cantor: All those opposed?

Councilors Barnes, Hall and Williams voted NO

President Cantor: Motion carries. Number 14. All those in favor?

Councilors Cantor, Casperson, Davidoff, Dodge, Kerrigan and Wenograd voted YES

President Cantor: All those opposed?

Councilors Barnes, Hall and Williams voted NO.

President Cantor: Motion carries. And #15. All those in favor?

Councilors Cantor, Casperson, Davidoff, Dodge, Kerrigan and Wenograd voted YES

President Cantor: All those opposed?

Councilors Barnes, Hall and Williams voted NO

President Cantor: Motion carries. All right. Now we are up to 18. Thank you, have a happy birthday. Thank you very much.

ITEM #18 - ANNOUNCEMENTS

President Cantor: Announcements. First, I, I'd like to start with Mr. Davidoff and I had the honor of attending the American Legion Post 96 West Hartford Schools Salute to the Class of 2016 military inductees, and, we had to leave early, but I just wanted to mention the number 12? Whatever, employee—students, students that have chosen to pursue military either careers or, or serve in education and commit to the military initially. Noah Adler from Hall High School, Army ROTC; Constantine Bouzakis, Northwest Catholic, Army National Guard; Kaniya Burney, Hall High School, Army Reserve; Carli Carnes, Hall High School, US Coast Guard Academy; Jack Davis, Conard High School, Army ROTC; Joe Duva, Conard High School, US Air Force Academy; Claudia Hess, Hall High School, USMA West Point; Jonathan Lee, Conard High School, Army ROTC; Sierra Moore, Hall High School, Army ROTC; Christel Pucutay, Hall High School, Army National Guard; Michael Sisti, Conard High School, Air Force ROTC; Miguel Vicente, Conard High School, US Navy; Brandon Viera, Northwest Catholic, US Marine Corps; Richard Woods, Kingswood Oxford, Navy ROTC – The Citadel; Jeny Yonjan, Conard High School, Army National Guard. I just want to thank them for their commitment and civic duty and service. Okay nominations sought for the Best of West Hartford. West Hartford restaurants, stores, services, and other businesses often win awards in regional best of

competitions, but this contest is different. We-ha.com and West Hartford Magazine have created true readers' choice survey called the Best of West Hartford. The businesses must be in town, but you don't have to live in West Hartford to participate in the nominating. Nominations close on May 30 at midnight, so go get started. American Pickers team is coming to Connecticut looking for collectors. American Pickers is looking for leads on characters with interesting and unique items. It is a hit series that explores the fascinating world of antique picking on History and they are coming to Connecticut this summer, and Ron Van Winkle loves this show. If you know anyone who has a large private collection, send in his or her name, phone number, location, and description of the collection with photos to americanpickers@cinetflix.com or call 855-I'm sorry—855-old-rust. That's kind of funny. Old rust, yes, anyway. Okay, *Junie B. Jones, The Musical*, May 24 and May 29 based on the book series by Barbara Park. Young theater lovers will—our young theater lovers will absolutely love the high energy stage production of *Junie B. Jones* at Playhouse on Park. It is recommended for students K through 5 but offers fun for the entire family. Show runs May 25, May 28, and May 29. It was a great series of books. Call Playhouse on Park on tickets. Senior Day and Health Fair, tomorrow, Wednesday, May 25, 9:30 to 12:30 at West Hartford Senior Center and Bishops Corner. Senator Beth Bye invites you to attend Senior Day and Health Fair 2016, 9:30 until 12:30. It's a free event. Women's Business Expo, Thursday, May 26, 7:30 to 7 p.m. West Hartford Women in Networking will present a free Women's Business Expo in grand style on Thursday, May 26, seven, whatever I already said Raymour and Flanigan Furniture Center 490 New Park Avenue. Memorial Day events. Monday, May 28 and 30. On Saturday, May 28, uh, at 8:30 a.m., flags will be installed on the graves of 1200 veterans at Fairview Cemetery. Volunteers are needed. Donuts and coffee will be available. The annual Memorial Day parade will be on Monday, May 30 at 10 a.m. the Memorial Semin—ceremony immediately will follow the parade at the Veteran's Memorial. Wine tasting, oh, I'm sorry! The, marshal, grand marshal is our own Town Manager, Ron Van Winkle. Yay. Wine tasting, on that, wine tasting Wednesdays June 1 and 8, 7 to 8:30, Noah Webster House, two-week wine tasting course at the museum, 227 South Main Street. The fee is \$20 for a single class or \$30 for two. Celebrate West Hartford June 4 and 5. Two days fair spotlighting our award-winning school bands, top notch professional entertainment, a huge food court, games, activities, carnival rides, juried art show featuring the original works of 170 master artists and crafters. On Sunday there is a 5K road race and kids fun run. The event runs Saturday 10 to 6 and Sunday 12 to 6 rain or shine. I don't remember what time the run is and I'm away, so I can't go. I don't know when the run is, but you can tell the time. Japan Summer Festival, Saturday, June 11. Oh, the run is at 9:30. And 8:30 is the kids' run. The Third Annual Japan Summer Festival is a free one-day celebration of Japanese culture that will be held on Saturday, June 11 in Blue Back Square 1 to 8. Main event is at 6 p.m., a powerful drumming performance by Arashi Daiko of Montreal, Canada. Throughout the day, there will be Japanese marketplace performances, hands-on crafts, folklore, and food at Blue Back Square and the Noah Webster Library and Barnes & Noble. Rain date is Sunday, June 12, 11 to 4. Celebrity Breakfast, Tuesday, June 14, 7 to 10 a.m. Bring your appetite and \$15 to Effie's Place Family Restaurant on Tuesday, June 14, again 7 to 10. Money will be raised to help, uh, the Park Road Business Association pay various expenses for the 17th Annual Park Road Parade to be held on Saturday, October 1, 2016. *A Chorus Line*, June 15 to July 31. Playhouse on Park presents *Chorus Line*. Tickets are \$35 to \$45. Go to playhouseonpark.org. I think that's all I had. Anybody else? Mr. Barnes.

Councilor Barnes: Thank you. I'm sorry? No, but the show was great. Saw it four times. Sing it in my sleep. Last week, the West Hartford Public School Mentor Program had its annual appreciation breakfast and I attended, and I'd just like to recognize Carol Wilkas, who runs the program and also the more than 120 mentors that were in the room. Very special people that give of their time on a weekly basis to meet with students at all levels of our school system from, you know, as early as first grade on up through senior year in high school. Many of the mentors continue on year after year with the same student. There was one that spoke to our group had been with his mentee for nine years and they talked about how special their relationship had become and the difference it had made for both of them. So I'd like to recognize all those people that give of their time. It was a great breakfast, and also, we can always use, I actually am a mentor as well, but we can always use more mentors, and as the school year approaches next year if you are interested, it is the mentoring program. Carol Wilkas is the chair of the program and I encourage anybody that's interested to reach out and learn more about the program.

President Cantor: It's also sponsored by the Governor's Prevention Partnership, and my son saw you there. He was working at it. He works for the Governor's Prevention Partnership. And it's a great program. Anybody else? Yes, Ms. Casperson.

Councilor Casperson: I just wanted to reiterate the last about the West Hartford Women in Networking on Thursday. There will seminars all day, and they're free, starting at 7:30 in the morning, so on the hour. Go and take part. It's free. Great talent.

President Cantor: Wonderful. And you get to sit on nice couches? All right. All set? Okay, Reports for, from Corporation Counsel?

ITEM #19 - REPORTS OF CORPORATION COUNSEL

Mr. O'Brien: Good news, Madam Mayor, we do not need Executive Session, and I'll be happy to answer any questions that you might have.

President Cantor: Wonderful. Anybody have any questions? No, okay. Appointments, I think Denise, you're up.

ITEM #20 - APPOINTMENTS

Councilor Hall: Yes, I'd like to make a motion to appoint Kimberly Evans to the Parks and Recreation Advisory Board for a term expiring 12/31/2017.

Councilor Davidoff: Second.

President Cantor: Motion's been made and seconded. All those in favor?

Councilors: Aye.

President Cantor: All those opposed? Motion carries. Consent Calendar, 23, Mr. Davidoff.

ITEM #23 - CONSENT CALENDAR ADOPTED

ITEM #16 – RESOLUTION CLOSING CAPITAL PROJECTS AND TRANSFERRING UNEXPENDED BALANCES TO THE CAPITAL RESERVE ACCOUNT OF THE CAPITAL AND NON-RECURRING EXPENDITURE FUND

WHEREAS, various capital projects in the Capital Projects Fund have been completed, and

WHEREAS, some of the Town-funded projects have remaining unexpended balances that must be transferred to the Capital Reserve Account of the Capital and Non-recurring Expenditure Fund, and

WHEREAS, some of the projects have no remaining balances but must be formally closed, and

WHEREAS, some of the projects were funded by grants and must be formally closed,

NOW, THEREFORE, BE IT RESOLVED that the Town Council of the Town of West Hartford does hereby close the following projects and transfer the total of \$61.30 to the Capital Reserve Account of the Capital and Non-Recurring Expenditure Fund:

<u>PROJECT</u>		<u>AMOUNT</u>
851073	School Building Improvements	\$ 0.50
861272	Heating & Ventilation Systems	60.00
861472	Heating & Ventilations Systems	<u>0.80</u>
	TOTAL	\$ 61.30

AND, BE IT FURTHER RESOLVED that the Town Council of the Town of West Hartford does hereby close the following capital projects which are fully expended:

<u>PROJECT</u>	
831242	Miracle League Field
831318	Athletic Playfield Improvements
831345	Park/Playscape Improvements CNRE
831539	Pools – Beachland
831542	Miracle League Field
831641	Westmoor Park Improvements
851457	Asbestos Removal
851473	School Building Improvements
851611	Computer Infrastructure
851657	Asbestos Removal
861572	Heating & Ventilation Systems
871414	Arterial Street Reconstruction
871455	Pedestrian & Bicycle Management
871622	Neighborhood Streets
891315	Fiber Network
891410	Communications Infrastructure
891520	Public Works Rolling Stock

AND, BE IT FURTHER RESOLVED that the Town Council of the Town of West Hartford does hereby close the following capital projects that were completed and funded by grant monies:

<u>PROJECT</u>	
831432	Cornerstone Pool – CDBG
831543	Miracle League Field – CDBG
831549	Goodrich Field Improvements – CDBG
871432	Street Resurfacing - CDBG

ITEM #17 – RESOLUTION TO APPROPRIATE \$14,850 RECEIVED FROM CONNECTICUT GREEN BANK IN THE FISCAL YEAR 2015-2016 CAPITAL PROJECTS FUND BUDGET TO PURCHASE AND INSTALL A SOLAR PV SYSTEM AT WESTMOOR PARK

WHEREAS, the Connecticut Green Bank is a quasi-public agency established to promote and support the growth, development, and commercialization of clean renewable energy sources and to stimulate demand for clean renewable energy and the deployment of clean renewable energy sources, and

WHEREAS, the Town of West Hartford entered into a Clean Energy Communities Program Memorandum of Understanding Agreement (the “Agreement”) with Connecticut Green Bank, effective December 18, 2015, for the purchase and installation of a solar PV systems at Westmoor Park, and

WHEREAS, per the terms of Section 2 of the Agreement, Connecticut Green Bank has committed reward funds to the Town in the amount of \$14,850, and

WHEREAS, the Town desires to appropriate said funds to purchase and install a solar PV system at Westmoor Park,

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF WEST HARTFORD, that the reward funds payment earned on the renewable track of the Clean Energy Communities program to purchase and install a solar PV system at Westmoor Park, is hereby appropriated and the Fiscal Year 2015-2016 Capital Projects Fund budget is hereby amended as follows:

<u>Estimated Revenue</u>		
41-811615-91019-9074	Grant Revenue	\$14,850
<u>Increase Appropriations</u>		
41-811615-91019-3091	Energy Conservation	\$14,850

**ITEM #21 – FROM TOWN PLAN AND ZONING – RECENT PLANNING ACTION –
RE: 1678 ASYLUM AVENUE, 1700 ASYLUM AVENUE, 35 BARKSDALE ROAD**

**ITEM #22 – FROM INLAND WETLANDS AND WATERCOURSE AGENCY –
RECENT PLANNING ACTION – RE: 37 BUENA VISTA ROAD, 4 WYNDWOOD
ROAD, 1700 ASYLUM AVENUE**

President Cantor: Motion has been made and seconded. All those in favor?
Councilors: Aye.
President Cantor: All those opposed? Motion carries. Number 24.

COMMUNICATIONS:

**ITEM #24 – FROM DALLAS DODGE (5-13-16) RESIGNING FROM THE
CONSERVATION AND ENVIRONMENT COMMISSION.**

RECEIVED

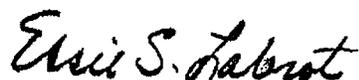
President Cantor: Thank you for your service. All right. All those in favor?
Councilors: Aye.

President Cantor: All those opposed? Okay, motion carries. No Petitions. No Executive
Session. I move that we adjourn.

ITEM #27 - ADJOURNMENT

Councilor Davidoff: Second.
President Cantor: Motion's been made and seconded. All those in favor?
Councilors: Aye.
President Cantor: All those opposed?

Meeting adjourned at 9:45 p.m.



Essie S. Labrot
Town Clerk/Council Clerk

/jw

APPROVED AT THE JUNE 14, 2016, TOWN COUNCIL MEETING

ALTER
PEARSON, LLC
ATTORNEYS AT LAW

Robin Messier Pearson
rpearson@alterpearson.com

ATTACHMENT A

RECEIVED

MAY 13 2016

TOWN CLERK/TOWN COUNCIL OFFICE
West Hartford, CT

ITEM NO. 9
FILE NO. 20161

701 Hebron Avenue
P.O. Box 1530
Glastonbury, CT 06033

860.652.4020 TELEPHONE
860.652.4022 FACSIMILE

May 13, 2016

Honorable Members of the West Hartford Town Council
Town of West Hartford
Town Hall
50 South Main Street
West Hartford, Connecticut 06107

RE: Change of Zone from R-13 to Residence-Office District (RO) and then to Special Development District for Proposed Office Building, 312 North Main Street, West Hartford, Connecticut.

Dear Mayor Slifka and Honorable Members of the Town Council:

Application is hereby filed on behalf of ZP Group, LLC ("ZP Group") and 312 North Main Street, LLC (collectively, "Applicants"), to rezone 312 North Main Street ("Property"), a vacant lot, from R-13 to Residential-Office (RO) and then to designate the rezoned lot as a special development district. The Applicants propose to construct a 3,360± square foot, two and one-half story building designed to look like a single family house, to be used for professional office use.

312 North Main Street, LLC, Julianne Roth Manager, has entered into a contract to purchase the Property and completed building, as home for her business Companions for Living, LLC, (collectively "CFL"). Upon receipt of all necessary land use approvals, ZP Group will construct the building for use by CFL. CFL is a home care agency located in West Hartford, which specializes in Memory Care, Alzheimer's care and the care of persons with other dementias. CFL currently leases space at 1216 Farmington Avenue. CFL provides services within its clients' homes and therefore prefers to have its business offices located within a residential structure. Having its business within a residential structure serves two beneficial purposes: first, it allows families faced with the need to obtain home care a more comfortable environment in which to meet, and second, it provides a realistic setting for CFL to train its staff, which provides services in client homes.

The Property is on the east side of North Main Street adjacent to the Bishop's Corner East shopping center to the north. The Property abuts single-family homes to the south and east. Across the street to the west is an RMO zoned mixed office-residential structure, Eden commercial plaza and single family homes. The RO district was established for use in areas where residential, institutional and office uses coexist. Its use is intended for areas of transition, from single-family dwellings to higher intensities. The standards of the RO zone are intended to make the uses mutually compatible. An office building for professional offices is permitted in the RO zone. While the RO regulation does not require that a proposed office structure be

ALTER
PEARSON, LLC
ATTORNEYS AT LAW

West Hartford Town Council
312 North Main Street
Zone Change, SDD Designation
May 13, 2016

residential in appearance, the Applicants determined that such a limitation would be desirable for this location.

The Applicants met numerous times with the Town's planning and engineering staff to discuss building design issues. The Applicants met informally with the Design Review Advisory Committee ("DRAC") to review proposed design and landscaping. The resultant design proposal is responsive to comments received. The Applicants believe the proposal will be an improvement for the Property and neighborhood North Main streetscape, and an asset for the community overall.

OVERVIEW OF PROPOSAL:

The Property is approximately 12,076 feet in area, or .277 acres. The new building will be two and one-half (2 ½) stories in height and approximately 3,360 square feet in size. Locating the driveway along the southern property line allowed the building to be situated as far as possible from the abutting property owners on Haynes Road. The building design and choice of materials were specifically selected for compatibility with the residential buildings on North Main Street. On-site parking consisting of eleven (11) parking spaces will be in the rear of the Property. A new wooden screening fence is also proposed on the south and east property lines between the Property and its residential neighbors. All lighting will be shielded and directed downward.

TRAFFIC AND PARKING:

The location of the driveway to the south is also responsive to a Town engineering staff request that the driveway be located away from the traffic light at the access points to the shopping plazas immediately north of the Property. Town engineering staff also requested that a traffic impact analysis be commissioned for Town's review. Prepared by Solli Engineering, that traffic statement indicates that "the proposed traffic associated with the development can be accommodated by the surrounding roadway network. There is no indication that the proposed development will have an impact on the nearby signalized intersections." A copy of the traffic statement is an Enclosure (g) to this application.

The Applicants request relief from the § 177-32 of the Code standards for the number of parking spaces. The proposed parking layout includes eleven spaces including one accessible and three compact spaces. The size of the proposed building requires thirteen spaces; however, CFL's business is not vehicle intensive. The only vehicles going to the Property on a regular basis will be the six (6) on-site employees, as home care employees go directly to their client's homes.

ALTER
PEARSON, LLC
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There will be intermittent visitors to the site, including potential clients and employees for interviews and training.

DESIGN AND LANDSCAPING:

A significant buffer of trees and plantings as well as a wood fence will be established along the south and east borders of the Property. A sugar maple tree will be planted in the front yard, and extensive ornamental landscaping is provided throughout the site. The driveway has been narrowed to the greatest extent possible to allow for a wider buffer area between the driveway and the home to the south.

Care has been taken that lighting on the Property will not have a negative impact on any adjoining properties. The lighting for the parking area will be a sole dark-sky compliant pole-mounted light in the southeast corner of the Property, and a dark-sky compliant wall-pak light mounted on the rear of the building.

WATER, SEWER AND STORM WATER:

The proposed building will be connected to public water and sewer. A letter dated May 11, 2016, to the Director of Public Health requesting a statement as to the adequacy of any proposed sewage disposal system, is included as Enclosure (h). Also enclosed as Enclosure (i) is a copy of the May 11, 2016, request to The Metropolitan District, for a determination of adequacy.

Stormwater that currently leaves the site flows in a northeasterly direction off the Property. The proposed site plan provides for multiple drainage structures including numerous underground detention chambers in the rear of the Property that will instead collect stormwater and release it in a metered discharge to the Town's storm sewer system. The design was prepared in consultation with the Town engineering staff. A "Storm Drainage Report" prepared by Torres Engineering, describing and analyzing the proposed stormwater management system, is included as Enclosure (j).

COMMUNITY OUTREACH:

The Applicants and Ms. Roth intend to meet individually with nearby homeowners, and will conduct an extensive mailing to area property owners as to the specifics of the plan proposal and meet with or talk with interested persons. A copy of the May 13, 2016, letter to neighbors with exhibits is enclosed as Enclosure (k). An outreach report will be submitted prior to the hearing.

West Hartford Town Council
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Ms. Roth has also met with the Bishop's Corner Neighborhood Association to let them know of her interest in the possibility of locating CFL's office on the Property. The Applicants met with the Association on May 13, 2016, to show members the proposed site plan and building rendering, and to provide more information about the proposed development.

PURPOSE AND COMPLIANCE WITH POCD:

The Applicants proposal to develop the Property for use as an office building is consistent with the 2009-2019 West Hartford Plan of Conservation and Development ("POCD"). The POCD recognizes and encourages continued economic growth in West Hartford and states as a goal the strengthening of the community's tax base by promoting growth and retention of existing businesses and new development while preserving and protecting the residential character of the surrounding neighborhoods (*See* POCD p. 31). The POCD further states that as most of the land in Town is fully developed, economic growth, is and will continue to be, a balancing act between maintaining the quality of residential life and strengthening the community's tax base with new developments and successful business ventures (*See* POCD p. 39). The POCD recognizes that successful redevelopment often may involve development of "buffer zones", for those properties that border commercial and residential districts (*See* POCD p. 31).

The vacant Property is a "buffer zone" property as it borders a large commercial shopping plaza to the north and residential homes to the south and east. West Hartford has several zones that permit and encourage mixed use development in certain transitional areas such as the Property. The RO district permits such development. Indeed, there are other examples of residential properties on North Main Street that utilize the RO district for professional office uses in a manner comparable to the proposed development. The Applicants' office building has been purposefully designed to look like a home. Maintaining residential character of transitional use properties is mentioned in the POCD as being important for properties that provide a transitional buffer into residential areas. While the POCD specifically cites use of the Residential Character Office (RCO) and Multifamily-Residence Office (RMO) zones as two districts that can be utilized by special use permit approval to maintain the residential nature of the structure, an RO zone designation subject to a special development district ("SDD") approval by the Town Council can be an equally effective means by which to do so (*See* POCD p. 74).

The POCD notes that because of the complexity of attracting and controlling new development in tight commercial areas bordered by strong residential neighborhoods, West Hartford has utilized the SDD designation to permit greater control by the Town over building design, use, and tenant mix (*See* POCD p. 31). The intent of the SDD is to allow commercial development that is in harmony with the surrounding neighborhood (*See* POCD p. 31). The Applicants have

ALTER
PEARSON, LLC
ATTORNEYS AT LAW

West Hartford Town Council
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May 13, 2016

designed an attractive building that is certainly compatible with the surrounding area in appearance. The POCD also states that development should be consistent with the existing quality of design and material standards of the community, particularly through use of the DRAC consultation (*See* POCD p. 79). The Applicants met with DRAC prior to submission of this application and its recommendations are reflected in the design of the building.

The rezoning of the Property from R-13 to RO with the added limitations and protections of the SDD designation permits economic growth while protecting existing neighborhood boundaries (*See* POCD p. 31).

FINDINGS:

The change of zone and designation of the Property as a special development district to accommodate the construction of a building for professional office use is deemed appropriate for the following reasons:

1. The proposed use and design as set forth in the application are in harmony with the overall objectives of the POCD as they foster commercial development patterns that are complementary to adjacent residential land uses, incorporate principles of smart growth, promote retention of an existing business, and employs the RO zone as a transitional buffer around a commercial district to preserve and protect the well being of the surrounding residential neighborhood; and
2. Because of the extra scrutiny imposed on by the SDD process, the proposed SDD plan with the requested changes to the standards applicable to permitted uses in the RO district intended to preserve the residential character of the Property and be compatible with the surrounding neighborhood, is superior to a zoning approval possible under the regular RO standards of the Zoning Code.
3. The proposed development is in harmony with both the actual and permitted development of adjacent properties, adopting the residential appearance of those properties and allowing for a modest office use compatible with the office uses across the street and to the north of the Property.

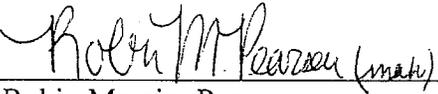
ALTER
PEARSON, LLC
ATTORNEYS AT LAW

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The Proposed Ordinance, application fee and information required pursuant to Section 177-44 of the Zoning Ordinance, are enclosed and constitute the application.

Respectfully submitted,

ZP Group, LLC and 312 Main Street, LLC

By: 
Robin Messier Pearson
Alter & Pearson, LLC
Its Attorneys and Authorized Agent

List of Enclosures:

- (a) Application letter from owner of Premises, ZP Group, LLC;
- (b) Property Description;
- (c) Proposed Ordinance;
- (d) Affidavit of Interest;
- (e) Description of Proposed Uses;
- (f) Trash Management Plan;
- (g) Traffic Statement prepared by Solli Engineering;
- (h) Letter to the Director of the West Hartford Bloomfield Health District dated May 11, 2016;
- (i) Letter to The Metropolitan District regarding water and sewer service, dated May 11, 2016;
- (j) Storm Drainage Report prepared by Torres Engineering;
- (k) Letter to neighboring property owners dated May 13, 2016 with attachments;
- (l) Plans entitled: "CHANGE OF ZONE FROM R-13 TO RO WITH AN SDD OVERLAY AT 312 NORTH MAIN STREET WEST HARTFORD, CONNECTICUT SUBMITTED TO THE TOWN COUNCIL ON 05 / 13 / 16 PREPARED FOR: COMPANIONS FOR LIVING, LLC C/O JULIANNE ROTH 1216 FARMINGTON AVE., SUITE 202 WEST HARTFORD, CT 06107 ZP GROUP, LLC C/O GREGORY PATCHEN 998 FARMINGTON AVE., SUITE 214 WEST HARTFORD, CT 06107" (4 full-sized and 23 reduced plan sets); and
- (m) Application fee by check made payable to the Town of West Hartford.

(a)
Owners' Application Letter Per Code §177-44C(1)(a)

May 13, 2016

Honorable Members, West Hartford Town Council
Town of West Hartford
50 South Main Street
West Hartford, CT 06107

RE: Change of Zone from R-13 to RO and then to Special Development District for 312 North Main Street, West Hartford, Connecticut.

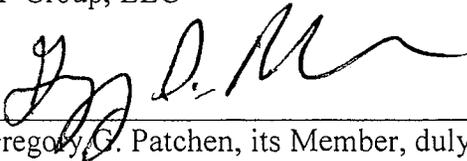
Dear Mayor and Members of the Town Council:

ZP Group, LLC, is the owner in fee of the property located at 312 North Main Street, West Hartford, Connecticut. The property is the subject of the above-referenced application to rezone 312 North Main Street, a vacant lot, from R-13 to Residential-Office (RO) and then to designate the rezoned lot as a special development district, for a proposed 3,360± square foot, two and one-half story building designed to look like a single family house to be used for professional office use, and together with new parking and landscaping, all as set forth in the documents and plans filed with this application.

This letter is provided to indicate the owner's consent to, and participation in, the filing and processing of said application.

Respectfully submitted,

ZP Group, LLC



Gregory G. Patchen, its Member, duly authorized

(b)

Property Description

All that certain piece of parcel of land, situated in the Town of West Hartford, County of Hartford and State of Connecticut, shown on map entitled "ZONE CHANGE PLAN 312 NORTH MAIN STREET WEST HARTFORD, CT 06117 TORRES ENGINEERING, INC. 63 REED DRIVE WETHERSFIELD, CT 06109 (860)232-9833 SHEET NO. ZC-1 Date: May 13, 2016 Scale: 1"=10' Drawn: D.T. Checked: O.T.", which map or plan is on file or to be filed in the Town Clerk's Office in the Town of West Hartford to which reference may be had for a more particular description thereof, said certain piece of parcel of land being more particularly bounded and described as follows:

Commencing at a point in the east line of North Main Street which point is the southwest corner of land now or formerly of BISHOPS CORNER REALTY, LLC, and the northwest corner of land herein described;

Thence running N85°04'41"E a distance of 165.00' along land now or formerly of BISHOPS CORNER REALTY, LLC, to a point;

Thence running S00°24'52"W a distance of 71.69' along land now or formerly of CHRISTOPHER D. TURNER + LORRAINE K. MEASE, to a point;

Thence running S83°45'47"W a distance of 165.00' along land now or formerly of MURIEL EDILBERTO, to a point;

Thence running N00°06'51"E a distance of 75.46' along the easterly street line of North Main Street to point, being the point and place of beginning.

Said parcel containing an area of 12,076.29± square feet or .277± acres.

(c)

Proposed Ordinance

**An Ordinance Amending the
Zoning Regulations of the Town of West Hartford**

BE IT ORDAINED BY THE TOWN COUNCIL OF WEST HARTFORD:

That the boundaries and districts shown on the Building Zone Map entitled "REVISED ZONING MAP, TOWN OF WEST HARTFORD, CONNECTICUT", which map is on file in the Town Clerk's Office of the Town of West Hartford, Connecticut, be and is hereby amended as follows:

The zoning district designation for 312 North Main Street which property is more particularly described below, is hereby changed from R-13 to Residence-Office District (RO), and then to a special development district designation pursuant to the provisions of Section 177-44 of the Code of West Hartford, Connecticut, all in accordance with a set of plans entitled "CHANGE OF ZONE FROM R-13 TO RO WITH AN SDD OVERLAY AT 312 NORTH MAIN STREET WEST HARTFORD, CONNECTICUT SUBMITTED TO THE TOWN COUNCIL ON 05 / 13 / 16 PREPARED FOR: COMPANIONS FOR LIVING, LLC C/O JULIANNE ROTH 1216 FARMINGTON AVE., SUITE 202 WEST HARTFORD, CT 06107 ZP GROUP, LLC C/O GREGORY PATCHEN 998 FARMINGTON AVE., SUITE 214 WEST HARTFORD, CT 06107", per the cover sheet, being sheet ZC-1, which set of plans is comprised of eleven (11) sheets including the cover sheet, to allow construction of a 3,360± s.f office building for professional use, with attendant parking, landscaping, lighting and signage all as set forth in the plans filed with this Application as those plans may be changed, approved by the West Hartford Town Council and filed on the West Hartford Land Records. The subject property is 312 North Main Street, more particularly bounded and described below, with reference being made to a map or plan entitled "ZONE CHANGE PLAN 312 NORTH MAIN STREET WEST HARTFORD, CT 06117 TORRES ENGINEERING, INC. 63 REED DRIVE WETHERSFIELD, CT 06109 (860)232-9833 SHEET NO. ZC-1 Date: May 13, 2016 Scale: 1"=10' Drawn: D.T. Checked: O.T.", which map or plan is on file or to be filed in the Town Clerk's Office in the Town of West Hartford to which reference may be had.

Said piece or parcel of land situated on the east side of North Main Street in the Town of West Hartford, County of Hartford and State of Connecticut, and more particularly bounded and described as follows:

Commencing at a point in the east line of North Main Street which point is the southwest corner of land now or formerly of BISHOPS CORNER REALTY, LLC, and the northwest corner of land herein described;

Thence running N85°04'41"E a distance of 165.00' along land now or formerly of BISHOPS CORNER REALTY, LLC, to a point;

Thence running S00°24'52"W a distance of 71.69' along land now or formerly of CHRISTOPHER D. TURNER + LORRAINE K. MEASE, to a point;

(c)

Thence running $S83^{\circ}45'47''W$ a distance of 165.00' along land now or formerly of MURIEL EDILBERTO, to a point;

Thence running $N00^{\circ}06'51''E$ a distance of 75.46' along the easterly street line of North Main Street to point, being the point and place of beginning.

Said parcel containing an area of 12,076.29± square feet or .277± acres.

(d)

Affidavit of Interest

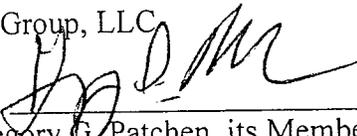
The undersigned being duly sworn hereby deposes and says that to the best of its ability:

The names and addresses of any persons, firms, or corporations having a direct or indirect interest in a personal or financial sense in the request by ZP Group, LLC and 312 North Main Street, LLC to change the zoning district designation for property at 312 North Main Street, West Hartford, Connecticut, from R-13 to Residence-Office District ("RO") and then to a special development district to allow for construction of a building for professional office use, all as set forth in the documents and plans filed with this application, are as follows:

1. ZP Group, LLC, applicant, developer and owner of 312 North Main Street, West Hartford, Connecticut 06117, has a business address of 998 Farmington Avenue, Suite 214, West Hartford, CT 06107, and a mailing address of P.O. Box 270754, West Hartford, CT 06127. The Secretary of State records indicate that both Mark J. Zweifler and Gregory G. Patchen are members of ZP Group, LLC, with business addresses of 998 Farmington Avenue, Suite 214, West Hartford, CT 06107.

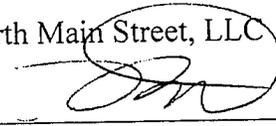
2. 312 North Main Street, LLC, contract purchaser of 312 North Main Street, West Hartford, Connecticut 06117, has a business and mailing address of 1216 Farmington Avenue, Suite 202, West Hartford, Connecticut 06107. The Secretary of State records indicate that Julianne Roth is the Member of 312 North Main Street, LLC, with a business address of 1216 Farmington Avenue, Suite 202, West Hartford, Connecticut 06107. Companions for Living, LLC, is the intended user of 312 North Main Street and has a business and mailing address of 1216 Farmington Avenue, Suite 202, West Hartford, Connecticut 06107. The Secretary of State records indicate that Julianne Roth is the Manager of Companions for Living, LLC, with a business address of 1216 Farmington Avenue, Suite 202, West Hartford, Connecticut 06107.

ZP Group, LLC

By: 

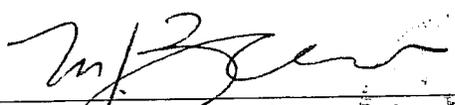
Gregory G. Patchen, its Member
Duly authorized

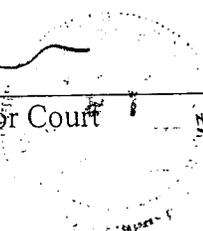
312 North Main Street, LLC

By: 

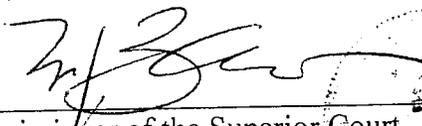
Julianne Roth, its Member
Duly authorized

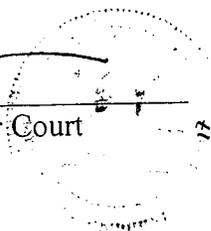
Subscribed and sworn before me this 13th day
of May 2016.



Commissioner of the Superior Court
Notary Public
My Commission Expires: 

Subscribed and sworn before me this 13th day
of May 2016.



Commissioner of the Superior Court
Notary Public
My Commission Expires: 

(e)

Description of Proposed Use

The Applicants propose to construct a building for professional office use that is designed to look like a single family residential home at 312 North Main Street. The building will be 2½ stories in height and approximately 3,360± square feet in size. Attendant parking, landscaping, lighting and signage are proposed.

No noise, vibration, radiation, odor or dust, smoke, gas fumes, or other atmospheric pollution is expected to be produced from the operation and maintenance of the new office building and related parking area, other than customarily generated from such use.

(f)

Trash Management Plan

Location:

The proposed building at 312 North Main Street will be used for professional office use; therefore, little trash will be generated. The users of the building will carry office waste and recycling (e.g., paper, drinking cups, etc.) to the trash and/or recycling receptacles located in the fenced-in nook at the southwest corner of the building as designated on the application plans. The use requires only two trash containers. The containers are residential in size and similar to those used by West Hartford residences for the collection of trash and recycling.

Capacity and Frequency:

The two trash containers will be picked up once a week, and the recycling container will be picked up every other week. Plastic lid containers will be used to limit noise during collection.

Recycling:

The site will utilize single stream recycling; all recyclable products will be deposited in one container.

(9)



April 27, 2016
Revised May 11, 2016

Mr. Greg Patchen
ZP Group LLC
998 Farmington Avenue, Suite 214
West Hartford, CT 06107

**RE: Traffic Impact Statement
312 North Main Street
West Hartford, Connecticut
Project Number: 1510301**

Dear Greg:

Solli Engineering has prepared this assessment to provide an evaluation of the potential traffic impacts associated with the proposed development to be located at the 312 North Main Street in West Hartford, Connecticut. The evaluation has been completed in accordance with Town of West Hartford requirements as well as standard traffic engineering methodology. The investigation indicates that the proposed development will not have an adverse impact on the area roadway network.

Project Description

The project site is located at 312 North Main Street in West Hartford, CT. The site is undeveloped and is bounded by the Whole Foods shopping center to the north, North Main Street to the west, and residential uses to the south and east. The project site is currently zoned R-13 and it is our understanding you propose to have the project site rezoned to a Residence-Office District (RO) with an SDD overlay. The project proposes to construct a two-story structure with a 1,680 square foot footprint. The entire structure is proposed to be office space with a total of 3,360 square feet.

The project site is proposed to be accessed via a 20' curb cut site driveway intersecting with North Main Street at the southern portion of the property frontage. The driveway is proposed to provide two-way access to the rear parking area.

Area Roadway Network

The adjacent roadway network includes a signalized intersection approximately 125' to the north of the proposed site driveway which provides access to the Bishop's Corner and Whole Foods shopping plaza. Approximately 1000' north of the proposed site driveway is the signalized intersection of Albany Avenue (Route 44) and North Main Street. Approximately 1,400 feet to the south of the project site is the signalized intersection of North Main Street & Asylum Avenue.

North Main Street is north-south roadway classified as a principal arterial by the Connecticut Department of Transportation. There are two travel lanes in each direction with intermediate widening at intersections to allow for exclusive turning lanes. North Main Street has a posted speed limit of 35 miles per hour. The most recent average daily traffic, as published by CT DOT, was reported as 15,200 vehicles per day in 2012 at the nearest collection site located on North Main Street, approximately 0.95 miles south of the project site near the intersection with Fern Street and 17,600 vehicles per day approximately 0.31 miles north of the project site, just north of the intersection with Albany Avenue.

(g)

Proposed Development

To assess the potential traffic impact of the proposed development, the potential trips to be generated by the proposed development were estimated using data from the Institute of Transportation Engineers (ITE) Trip Generation, 9th Edition. The trip generation was calculated for the AM and PM peak hours, the peak hours which have the greatest potential to be impacted by the proposed office land use. The proposed development is expected to generate 6 (5 entering, 1 Exiting) new trips during the AM peak hour and 5 (1 entering, 4 exiting) new trips during the PM peak hour. Table 1 below provides a summary of the anticipated trips generated by the proposed development.

LAND USE	AM PEAK HOUR			PM PEAK HOUR		
	ENTER	EXIT	TOTAL	ENTER	EXIT	TOTAL
Office – 3,360sf	5	1	6	1	4	5
Total Proposed Trips	5	1	6	1	4	5

The trips generated by the proposed development are estimated to distribute to the surrounding roadway network following a pattern consistent with existing north-south distributions on North Main Street.

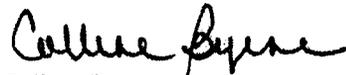
Conclusions

Given the very low volume of trips to be generated by the proposed development, it is the professional opinion of Solli Engineering that the proposed traffic associated with the development can be accommodated by the surrounding roadway network. There is no indication that the proposed development will have an impact on the nearby signalized intersections.

If you have any questions or require any additional information, please call at your convenience.

Sincerely,

Solli Engineering, LLC



Collene Byrne
Assistant Project Manager

(h)

ZP Group, LLC

998 Farmington Avenue, Suite 214, West Hartford, Connecticut 06107
(866) 982-0330 (TEL)

May 11, 2016

Steven Huleatt
Director of Health
West Hartford/Bloomfield Health District
580 Cottage Grove Road
Suite 100
Bloomfield, CT 06002

**RE: 312 North Main Street, West Hartford, CT – Adequacy of
Proposed Sewage Disposal System**

Dear Mr. Huleatt:

We are the owner of a vacant parcel of land located at 312 North Main Street in West Hartford, Connecticut. The parcel is currently zoned single-family R-13 and a plot plan had previously been approved by the Town Planning & Zoning office for the development of a single-family house. We are now proposing, through an application to the West Hartford Town Council under the Special Development District (SDD) provisions of the Town Zoning Regulations, to change the zone of the parcel to Residence-Office District and construct on the property a building that will be designed to look like a single-family house but will be able to be used as professional office space. The Town's SDD process makes the issuance of land use approvals conditional upon our submission of a statement from the Director of Health as to the adequacy of any proposed sewage disposal system. Water and sewer service to the building is to be provided by The MDC.

The proposed building is designed to resemble a single-family house and will be 2 ½ stories consisting of a total of approximately 3360 square feet of professional office space on the main and second levels. The building will contain one (1) full bathroom (tub/shower unit, toilet, sink), and three (3) half-bathrooms (toilet and sink). The office space is intended for one business with approximately six (6) full time employees.

We would greatly appreciate it if you would provide us at your earliest convenience with a letter stating that the proposed sewage disposal system is adequate. Please email the letter to my attention at greg@jamatthewgroup.com or fax it to (866) 460-0036. Should you need any further information or have any questions please call me at (860) 982-0330. Thank you for your cooperation with this matter.

Sincerely,



Gregory G. Patchen
ZP Group, LLC

(i)

Z P Group, LLC

998 Farmington Avenue, Suite 214, West Hartford, Connecticut 06107
(860) 982-0330 (TEL)

May 11, 2016

Michael Curley, P.E.
Manager of Technical Services
The Metropolitan District
555 Main Street
P.O. Box 800
Hartford, CT 06142-0800

**RE: 312 North Main Street, West Hartford, CT -
Availability and Capacity Analysis**

Dear Michael:

We are the owner of a vacant parcel of land located at 312 North Main Street in West Hartford, Connecticut. The parcel is currently zoned single-family R-13 and a plot plan had previously been approved by the Town Planning & Zoning office for the development of a single-family house. We are now proposing, through an application to the West Hartford Town Council under the Special Development District (SDD) provisions of the Town Zoning Regulations, to change the zone of the parcel to Residence-Office District and construct on the property a building that will be designed to look like a single-family house but will be able to be used as professional office space. The Town's SDD process makes the issuance of land use approvals conditional upon our submission of a letter from The MDC stating that (a) there is water service and wastewater collection available to the proposed development, and (b) that such services are of sufficient capacity for the planned development.

The location of the proposed development is 312 North Main Street in West Hartford, Connecticut (the "Property"). A location map of the property is enclosed. Also enclosed is a \$75.00 check payable to The Metropolitan District for administrative fees.

We have reviewed the Availability and Capacity Analysis checklist that was forwarded to us by your colleague, Jim Eschert, and have outlined the requested information below.

1. The type of type of facility to be located on the Property is a professional office building. The lot size of the Property is 12,076.29 square feet (approximately .277 acres). The proposed lawn coverage is 4,637 square feet (approximately .106 acres).
2. The building is designed to resemble a single-family house and will be 2 ½ stories consisting of a total of approximately 3360 square feet of professional office space on the main and second levels. The building will contain one (1) full bathroom (tub/shower unit, toilet, sink), and three (3) half-bathrooms (toilet and sink). The office space is

(i)

- intended for one business with approximately six (6) full time employees.
3. Review of the applicable building codes and discussion with the West Hartford Fire Marshal indicates that the proposed building will be exempt for any requirement for a fire suppression system.
 4. There are no new fire hydrants as part of the proposed development.
 5. Other water uses and sources of wastewater within the planned development include a kitchen that will contain a sink and dishwasher, and two (2) hose bibs on the building for water use for landscape maintenance.
 6. A 24"x36" site layout drawing with contours is enclosed.
 7. The maximum elevation of the subject parcel is 176, and the mean elevation of the subject parcel is 174 as per the NAVD 88' Datum.

Please provide us with a written response if there is, or is not, sufficient availability and capacity to provide the planned development with water service and to convey and treat wastewater from the proposed project. If you need any further information or have any questions, please do not hesitate to call me at (860) 982-0330.

Sincerely,



Gregory G. Patchen
ZP Group, LLC

(k)

ZP Group, LLC
998 Farmington Avenue, Suite 214, West Hartford, Connecticut 06107
(860) 982-0330 (Tel)

May 13, 2016

RE: 312 North Main Street, West Hartford, CT (the "Property")

Dear Neighbor:

ZP Group, LLC ("ZP") is the owner of 312 North Main Street, a vacant parcel of land on the east side of North Main Street located just south of the shopping plaza containing Walgreen's and Whole Foods (the "Property"). As the Property is currently zoned R-13, ZP Group purchased the Property with the intent to build on it a single-family home. ZP has since been approached by Julianne Roth, the managing member of Companions for Living, LLC ("CFL"), an existing West Hartford business, who asked if ZP could build on the Property a building that looks like a single-family home but could serve as CFL's administrative offices. The offices would be contained within a two and one-half story building consisting of approximately 3,360 square feet of professional office space.

Because the Property is located between a commercial property to its north and residential properties to its south and east, ZP and CFL believe that the Property is suitable for transitional professional office space. Accordingly, we (ZP and CFL) would like to pursue a change of zone for the Property from R-13 to Residential Office and then to a Special Development District ("SDD") so that the building to be constructed on the Property could be used for professional office space. The change of zone application would be accompanied by an application for a SDD that would restrict the type of use for the Property and would require any building to be residential in character.

CFL is an award-winning home care agency in West Hartford, which specializes in Memory Care; specifically, Alzheimer's care and other dementias. CFL has been in business for ten years, the last eight of which the business has been located in West Hartford. CFL currently leases space at 1216 Farmington Avenue. The company has steadily grown and will be unable to meet expansion needs in its current location; relocating its offices to the Property will allow an existing West Hartford business to remain in West Hartford.

Because CFL provides services within its clients' homes, it prefers to have its business offices located in a building that looks like a personal residence. Doing so serves two beneficial purposes: first, it allows families who are faced with the need to obtain home care for their elderly relatives a more comfortable environment within which to meet, and second, it provides a more realistic setting within which CFL can train its staff, who will be providing services in client homes.

(k)

We have spent much time planning for this project and have engaged professionals to design a building that is consistent with the residential character of the surrounding community. We have engaged Jack Kemper Associates, a highly regarded local architect who has designed many fine homes and buildings in West Hartford, to design the building, which has been proposed as colonial in style and with many architectural features. Dian Barnes, a local landscape architect, has prepared a landscaping plan for the Property that addresses both aesthetic appeal and appropriate buffering of neighboring properties. We have also met numerous times with the Town's planning and engineering staff to discuss our proposal. As part of our preparation for the submittal of our application we have engaged a traffic engineer who has determined that any impact on traffic from the development of the Property will be insignificant. Furthermore, we have retained a professional engineer to design a site drainage system so that the development of the Property will not result in any increase of discharge of storm water off of the Property. A copy of a rendering of the proposed building as well as a copy of the proposed landscaping plan is attached.

We are interested in your thoughts and ideas about the proposed development and are happy to provide you with further information and details about the project. Please call Greg Patchen of ZP Group at (860) 982-0330 or email him at greg@jmatthewgroup.com with any questions you may have. Thank you.

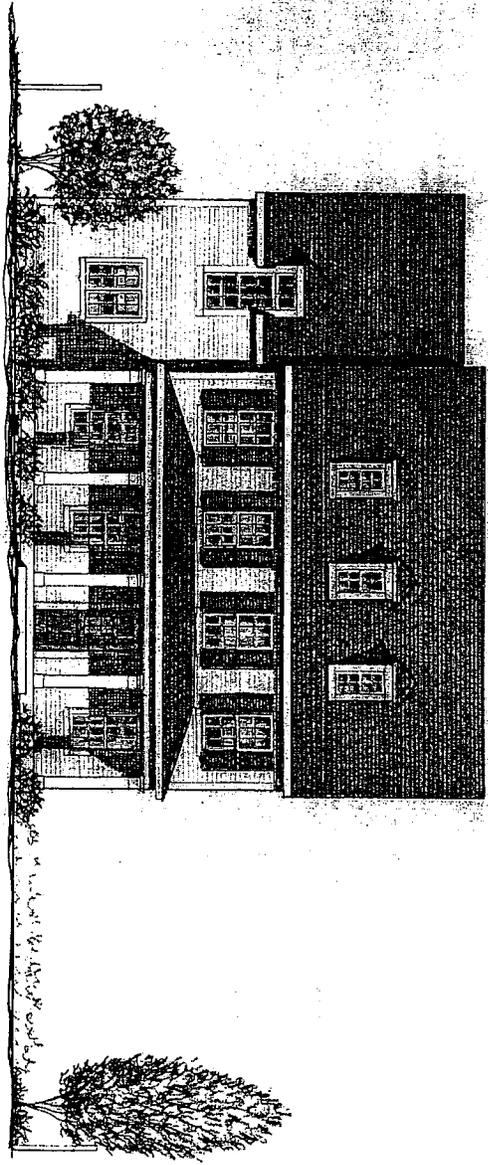
Sincerely,



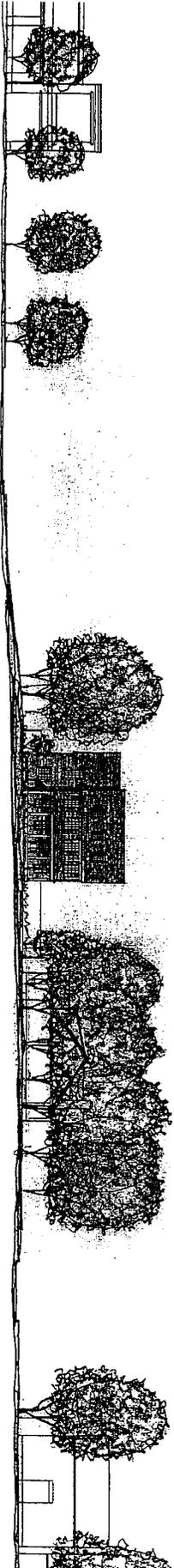
ZP Group, LLC

Gregory G. Patchen, Member

(2k)



WEST ELEVATION



NORTH MAIN STREET ELEVATION

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PROPOSED OFFICE AT
312 NORTH MAIN STREET
 WEST HARTFORD, CT

Kemper Associates Architects LLC
 700 Farmington Avenue • 8th Fl. • Farmington, Connecticut 06032
 (860) 606 - 7155 Fax (860) 606 - 7160

Date: 4-20-08
 Project: 08002

Sheet No.
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 OF 4

Drawn by:

Checked by:

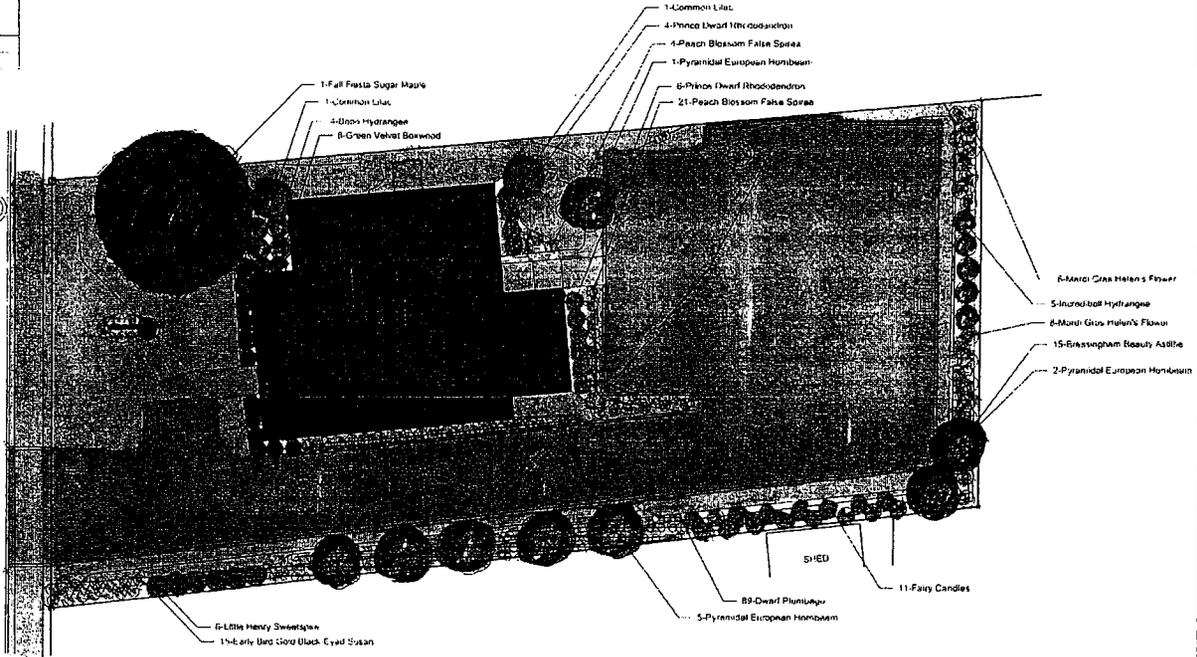
(K)

PLANT LIST

ID	QTY	Botanical Name	Common Name	Scheduled Size
IAAB1_1	15	<i>Ashbya x arenosa</i> 'Bressingham Beauty'	Bressingham Beauty Astilbe	1 gal.
AJPR_1	25	<i>Astilbe japonica</i> 'Peach Blossom'	Peach Blossom False Spirea	1 gal.
ASFF_2	5	<i>Acer spicatum</i> 'Fall Flashes'	Fall Flashes Sugar Maple	2-5' cal. B&B
BMGV_18	14	<i>Buxus microphylla</i> 'Green Velvet'	Green Velvet Boxwood	18-24" ht. B&B
CNF_7	8	<i>Carpinus betulus</i> 'Fastigiata'	Pyramidal European Hornbeam	2-2.5' cal.
CP_5	89	<i>Ceratostigma plumbaginoides</i>	Dwarf Humpago	5 gal.
CR_1	11	<i>Cimicifuga racemosa</i>	Fairy Candles	1 gal.
HAI_6	5	<i>Hydrangea arborescens</i> 'Incrediball'	Incrediball Hydrangea	#6 cont.
HMS_1	16	<i>Helianthus</i> 'Mardi Gras'	Mardi Gras Helen's Flower	1 gal.
HPB_1	4	<i>Hydrangea paniculata</i> 'Bobo'	Bobo Hydrangea	1 gal.
LVH_3	6	<i>Silva virginica</i> 'Little Henry'	Little Henry Sweetshrub	#3 cont.
HPWL_2	19	<i>Nepeta x faassenii</i> 'Walker's Low'	Walker's Low Catmint	1 gal.
RDKO_6	1	Rosa x 'Double Knock Out'	Double Knock Out Rose	6 gal.
RFEBG_1	22	<i>Rudbeckia fulgida</i> 'Early Bird Gold'	Early Bird Gold Black-Eyed Susan	1 gal.
RY_5	10	<i>Rhododendron yakushimanum</i> 'Prince'	Prince Dwarf Rhododendron	#5 cont.
SV_4	2	<i>Syringa vulgaris</i>	Common Lilac	4-5" ht. B&B



NORTH MAIN STREET



Installation Notes:

- Landscape Architect and Town Staff shall approve any substitutions in plant material.
- Plant material shall conform to the current American Nursery and Landscape Association Standards for Nursery Stock.
- Planting shall conform to the current ANSI A300 Standards.
- Mulch beds shall be cut in around all plants. Double shredded natural pine bark mulch shall be used.

Maintenance Notes:

All Trees, shrubs, perennials, ornamental grasses and lawns shall be maintained by the owner to provide for successful growth in accordance with the design intent of the approved plans. Yearly inspections of plant material survival and compliance with design intent will be conducted in mid-May of each year with replacement or adjustments made by the end of June. Beds shall remain edged and mulched with natural materials to conserve water and provide weed control. Mulch shall be kept clear from the trunks of trees, bases of shrubs, and corners of perennials. Lawns shall be regularly mowed and provided with adequate water and fertilizer to remain well established areas of grass. Inspections for pest problems shall take place annually or as needed. An integrated pest management program for lawn and plantings shall be provided by a licensed CT IPM contractor to ensure proper use of fertilizers and chemicals in a restrained manner and only as needed. Proper watering to ensure thriving lawns and plantings shall be provided. Pruning of trees and shrubs, for both shape and health, by a licensed CT arborist, shall occur at least annually. Perennials and ornamental grasses shall be cut back, divided and/or thinned as needed.

BOUNDARY AND TOPOGRAPHIC DATA TAKEN FROM SURVEY MAP ENTITLED "PROPERTY SURVEY, 312 NORTH MAIN STREET, WEST HARTFORD, CT 06116, SCALE 1"=10', JAN. 22, 2008, PREPARED FOR J. MATTHEW GROUP, LLC, WEST HARTFORD, CT 06116, FILED BY PETER PARIC, L.S.

INDICATED UNDERGROUND UTILITIES ARE BASED ON AVAILABLE DATA. THE LOCATIONS ARE APPROXIMATE AND ALL UTILITIES MAY NOT BE SHOWN PRIOR TO CONSTRUCTION. THE CONTRACTOR SHALL CALL 1-800-922-4433 AND HAVE ALL UTILITIES MARKED IN THE GROUND. THIS DRAWING HAS BEEN PREPARED BASED ON INFORMATION PROVIDED BY OTHERS RELIANT TO THE LOCATION OF UNDERGROUND SERVICES. WE CANNOT VERIFY THE ACCURACY OF THIS INFORMATION AND SHALL NOT BE HELD RESPONSIBLE FOR ANY ERRORS OR OMISSIONS WHICH MAY BE INCORPORATED HEREIN AS A RESULT.



Date	APR 24 2018	Scale	1"=10'
Drawn	P.B.	Checked	J.S.
Revised		Revised	

TORRES ENGINEERING, INC.
 100 W. MAIN STREET
 WEST HARTFORD, CT 06108
 (860) 232-8835

DB
 DIANE BARKES
 LICENSED LANDSCAPE ARCHITECT
 (860) 232-8835

SITE IMPROVEMENTS FOR:
 312 NORTH MAIN STREET
 WEST HARTFORD, CT 06117

LANDSCAPING PLAN